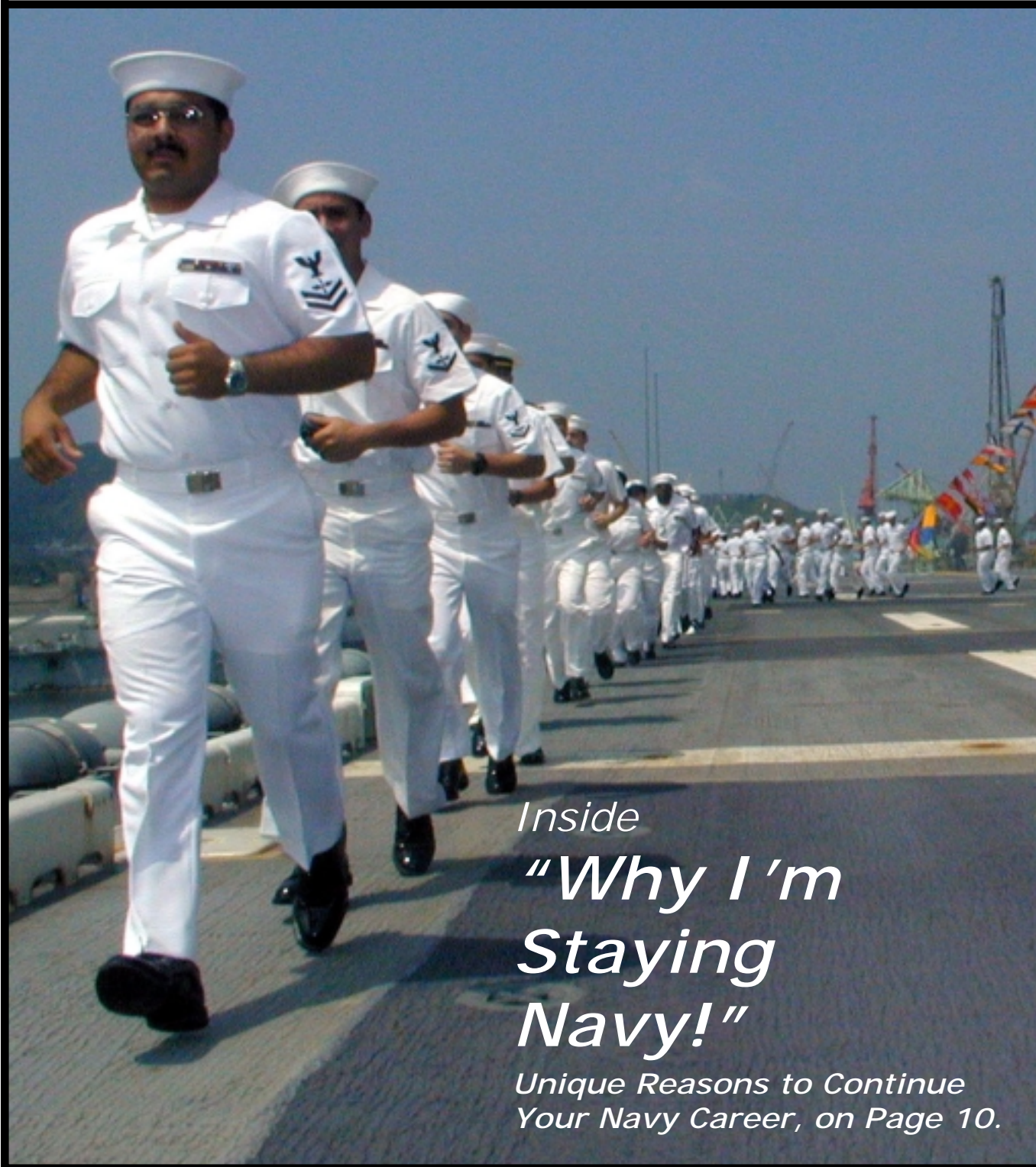


LINK

The Enlisted Professional Bulletin
of the United States Navy
October-December 2000
Volume 4/00



Inside
***"Why I'm
Staying
Navy!"***

*Unique Reasons to Continue
Your Navy Career, on Page 10.*



Commander, Navy Personnel Command RADM G. L. Hoewing



Hello from Millington. I recently relieved Rear Admiral Jim Hinkle as Commander, Navy Personnel Command. Rear Admiral Hinkle did a superb job in reshaping the Navy's Quality of Life policies and spearheading the first-ever customer service training program for detailers. We all wish him "fair winds and following seas" as he prepares to retire after 32 years of distinguished naval service.

My previous assignment was Commander, Carrier Group SEVEN and prior to that I was Assistant Commander, Navy Personnel Command for Distribution – the "Head Detailer." I'm extremely pleased to have the opportunity to return to this command and be part of an organization that has an impact on every Sailor, every single day. In the year or so since I last called Millington "home," tremendous strides have been made in the personnel business. However, we all know there is still a lot of work to be done. I assure you that we are listening, and are committed to raising the bar even higher as we use teamwork, hard work and dedication to look for innovative ways to take care of our Sailors and our Navy.

In a recent message to Flag officers, Admiral Vern Clark, Chief of Naval Operations, said "Nothing is more important to our Navy than recruiting Sailors, retaining Sailors, and attacking attrition of Sailors."

An essential element in our war for people, the Navy's newly established Center for Career Development (CCD) is on the road, working hard to help provide Sailors and their families the tools, power and information they need to make informed career choices. The goal is to help the Navy strike a more equitable balance between recruiting and retention, and to provide the Fleet all the tools necessary to "close the deal" and keep Sailors Navy. The Center for Career Development is also charged with consolidation and analysis of the Navy's retention data to assist senior leadership in making policy decisions. I encourage Sailors and their families to take advantage of the many site visits being made worldwide by our CCD team; a Navy-wide message will be released soon announcing the FY-01 schedule. For more information, you can also visit <http://www.staynavy.navy.mil>.

A new policy that should have a positive impact on retention is the realignment of Projected Rotation Dates (PRD) to match Expiration of Active Obligated Service (EAOS). This affects all first-term Sailors currently serving on CONUS sea duty, whose EAOS is August 2001 or later, giving them greater opportunities to take advantage of reenlistment incentives. Programs such as Guaranteed Assignment Retention Detailing (GUARD) 2000, Selective Conversion and Reenlistment (SCORE), Selective Training and Reenlistment (STAR) and funded split tours now hinge on the combined EAOS/PRD to make them more-accessible to first-term Sailors. The realignment of PRD with EAOS allows Sailors to take advantage of these incentives as they make career decisions, and should result in more stable manning for the Fleet [NAVADMIN 233/00].

New procedures are also in place for those interested in applying for enlisted to officer commissioning programs. Under the old system, Sailors had to thumb through a dozen manuals for information about commissioning programs. A consolidated manual and single-form application process now provides Sailors with pertinent information on every commissioning program, including eligibility requirements, application procedures, and points of contact. The new manual and application form can be found at the web site <http://neds.nebt.daps.mil> [NAVADMIN 78/00].

This is a great time to be in the Navy and I look forward to working for you in the coming months. I'm excited to be here and will do all I can to make your opportunities for success even better.

Rear Admiral, U.S. Navy

LINK

Volume 4/00

October-December 2000

Chief of Naval Personnel: VADM Norbert R. Ryan, Jr., USN
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LINK (ISN 1045-439X) is the enlisted professional bulletin for the United States Navy. Its mission is to provide all Navy enlisted personnel information regarding key policy changes, career management, reassignment trends, and retention matters. This publication is approved for official dissemination of professional information to the Department of Defense community and to appropriate professional-related communities at large. *LINK*'s telephone number is DSN 882-4136, Comm (901) 874-4136; or fax DSN 882-2613, Comm (901) 874-2613. Our E-mail address is: link@persnet.navy.mil.

Reference to regulations, orders, and directives is for information only and does not by publication herein constitute authority of action. Distribution is by Standard Navy Distribution List (SNDL), one copy for every five enlisted personnel assigned. *LINK*'s office is located in Building 791, Room A107, 5720 Integrity Dr, Millington, Tenn. *LINK* is published quarterly by the Commander, Navy Personnel Command. Postage paid at Millington, Tenn., and additional mailing offices.

Postmaster, send address changes to:
DEPARTMENT OF THE NAVY
NAVY PERSONNEL COMMAND
PERS 051A LINK MAGAZINE
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0500

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Cover photo: Former crewmembers of USS ESSEX (LHD 2) man the rails of their new ship, USS BELLEAU WOOD (LHA 3) during an Exchange of Command ceremony. ESSEX, formerly home ported in San Diego, will now be forward-deployed from Sasebo, Japan. BELLEAU WOOD will travel back to San Diego, and will be home ported there. The hull swap and crew exchange between ESSEX and BELLEAU WOOD is the largest of its kind accomplished by the Navy. U.S. Navy photo by PHAN AI Mesa.

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FAX or Mail forms to:
DSN 882-2613
Comm (901) 874-2613

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ACNP for Distribution

RADM H. B. Tallent



It's been a very busy time here in Millington recently. Since my last *LINK* article, Admiral Vern Clark (formerly CINCLANTFLT) has relieved as the Chief of Naval Operations and an old shipmate, RADM Gerry Hoewing has returned to Millington to assume the reins as the Deputy Chief of Naval Personnel. Along with the leadership changes, we have been looking at ways to make detailing more proactive and beneficial for each individual Sailor. We've developed a lot of new ideas and you'll be seeing some quite significant changes in detailing in the near future.

First, we've set sail on a new project called the "Detailer Communication Initiative" (DCI). This initiative is designed to take detailing to a new, proactive level by improving communications between detailers and Sailors. The goal here is to get involved in a positive manner with Sailors – long before they reach the "six month" point prior to their Planned Rotation Dates (PRD's). By doing this, detailers will be able to more efficiently "match up" the "needs of the Navy" with the "needs of the Sailor." This is going to be a BIG WIN for the Sailor! Part of the DCI will involve detailers calling Sailors early on in the detailing process to get a feel for what their desires are, to listen to them and give them a chance to get their families involved. Yes, you read me correctly, detailers are going to be calling Sailors – so don't be frightened if you receive a call from yours. The detailer is calling you to explain the detailing process that you'll be going through, get a feel for your desires, and to explain any programs that you might be eligible for in an effort to encourage you "STAY NAVY" and to listen to you.

Other parts of the DCI will include improving a Sailor's ability to actually contact their detailer. Voice mail is a great technological advancement – but it's our goal to put you in touch with a real human being when you call and we're working on ways to do that more efficiently. Additionally, we're working on several new fleet education packages which are sure to help remove some of the mystery surrounding the enlisted distribution process.

As I write this, the DCI is still in it's "infant" stages – but it is something that is going to happen and it will have the biggest impact on detailing than anything we've done since the implementation of JASS almost two years ago. Stand by for more information and future *LINK* articles!

I want to personally take a moment to wish a sincere "Congratulations" to all of our new chief petty officers. Enjoy your new khakis – you *earned* them! The FY01 E7 regular Navy selection board that convened on July 6 selected 5,161 new chiefs. That's an increase of 1,021 over last year and it represents the largest number of new chiefs selected since 1992 – which was right at the start of the "drawdown" when the force was 35 percent larger than it is today. This is great news for everyone in the Navy. It's just another indicator that those who invest themselves in our Navy are being rewarded!

And speaking of "investing" in our Navy – Sailors who are eligible might want to take a look at the current Selective Re-enlistment Bonus (SRB) levels. The SRB budget was increased to \$141 million this fiscal year, a \$44 million-dollar increase over last year. There is also the possibility of adding another \$10 million to that budget to ensure that everyone that is eligible can receive the bonus. Don't make a decision to leave the Navy before considering a re-enlistment for SRB!

On another note, I encourage all Sailors to take advantage of BUPERS Access, a new tool available on the BUPERS Web Site (<http://www.bupers.navy.mil>). The new system, which uses a secure login and encryption similar to that used by credit card companies, grew out of the need to replace the old BUPERS Access Bulletin Board System. If you're not using BUPERS Access, you're behind the power curve – but don't worry, you can "catch up" quickly by logging on setting up an account. It's quick and easy and can then view a vast array of personal information, including view-only JASS; advancement results; order status; SRB status; application status; duty preference; swaps; and selection board information. Looking for a copy of your orders? They're in BUPERS Access now! For details, see NAVADMIN 173/00, which is also available at the BUPERS Web Site.

Of course, no amount of technological advance will ever take the place of consistent, personal interface between you, your command career counselor and your detailer. As always, we remain committed to providing you the best service possible. Don't hesitate to give us a call.

H. B. Tallent
Rear Admiral, U. S. Navy

Master Chief Petty Officer of the Navy MMCM(SS/SW/AW) James L. Herdt



Shipmates, a hot topic with Sailors everywhere I visit is to get more feedback from the E7/8/9 selection boards. This is a high priority for me and the entire CNO/MCPON Leadership Panel. We should be able to give better feedback than the constant, “sustained superior performance at sea,” that we’ve heard too long.

That was one of the reasons for restructuring how the selection boards were made up this year. The E8/9 selection boards used to be the same master chiefs for both boards. This year we split them into two separate groups of master chiefs. This achieved a couple of things. First, it reduced the amount of time a master chief had to be aware of their command to sit on the selection board. We were asking commands too much by getting them to give up master chiefs for over a month straight. By splitting the boards into two groups, we cut the time away from a command in half, and twice as many master chiefs got to participate in the selection board process, thus doubling the amount of hands-on feedback to Sailors.


The motivation for restructuring the chief’s selection board was a little different, but achieved many of the same benefits. We had to move back the convening date for the active duty board to accommodate other Congressionally-mandated selection boards. Having the selection board take the same amount of time and releasing the results in mid-August was just not an acceptable option. The training period for the CPO transition season is too valuable to cut into that much. We decided to double the number of master chiefs sitting on the chief’s selection board so they wouldn’t have to personally review as many records. This cut the time required for the board in half, and got the results out to the fleet with plenty of time to conduct the necessary CPO transition training. Again, it doubled the amount of master chiefs able to give first-hand deck plate feedback to Sailors from the selection boards.

One constant feedback that is coming from the selection boards is the benefit for Sailors serving true sea/shore rotations when possible. Sailors that serve a majority of their sea time in Type 3 assignments, and aren’t taking their fair piece of the pie for shipboard duty aren’t doing themselves any favors. The selection boards are well aware that some Sailors, especially females, may not have had the opportunity for regular rotation to shipboard assignments. When this is the case, it is not viewed as a negative. All too often the selection boards see Sailors rotating from shore duty to Type 3, to neutral, to shore...Sailors must serve at sea when possible, that’s the backbone and justification for our Navy. That is definitely one criteria we want to promote Sailors on in the Navy.

Along the same lines of sea duty and promotions, I’d like to take a minute to talk about eliminating the promotion points for warfare qualifications. This is the last step to get the enlisted warfare programs to the point that we originally designed them for. Warfare qualifications are expected from Sailors today...they are the norm. We should not continue to drive our entire enlisted promotion system based on these warfare programs. They should only be considered in the promotion system when a Sailor has the opportunity to get qualified, and doesn’t meet that requirement.

The warfare programs should not be about setting Sailors apart as individuals. They should be about building teamwork, unit pride, and esprit de corps. Submariners have had warfare qualifications the longest, and I guarantee you that the submariners’ dolphins mean nothing towards career promotions. They are simply expected, and when a Sailor earns them, he is meeting the expectations.

Eliminating points for college degrees was for very similar reasons. It wouldn’t be fair to give points for degrees and not warfare pins. The advanced education in itself should make Sailors more competitive for promotions – the same way warfare pins do. If the higher education doesn’t help Sailors be more competitive, what is the true value of the education in the first place? I want all Sailors to have an equal opportunity for promotion, and by eliminating the points for these two items, it’s just making the playing field more equal. This will better help me to look Sailors in the eye and tell them that they have the fairest opportunity for promotion possible. Thanks for your support, and I’ll see you about the fleet.


James L. Herdt
Master Chief Petty Officer of the Navy



Director, Enlisted Assignments Division CAPT Bob Scott

Greetings from Navy Personnel Command. My name is Bob Scott; I'm from BUPERS, you can trust me! Have I ever heard or felt those words before? You bet! Now I just said them to myself. What a great Navy we have that the head enlisted detailer talks to himself! On a more serious note, I would like to begin by passing on Capt. Jerry Rea's farewell to you.

"Greetings, shipmates. As I write this, it saddens me to know that this will be my last input to *LINK*. After almost 38 years of active duty my retirement is very near. When I reflect back to the early 60s and look across the years and my career, it's easy to see all the good changes that have made our great Navy what it is today. I've told you 'the Navy is getting better all the time,' and it really is. For a young person who is willing to work hard, looking for an adventure that has a very rewarding future, I can think of no other organization in the world that has as many career field choices available and as many opportunities for advancement as the United States Navy. If given the same opportunity to re-do my career, I can't say that I would change much, except I wish that I had taken advantage of the educational benefits and some of the other Special Programs that were available. I can think of no other career that would have allowed me to achieve the goals I have attained. I'd do it again and again! For you Sailors that continue to build our Navy, I wish you well and thank each of you for your support, hard work and dedication. Thanks for allowing me to be part of your organization, the greatest Navy the world has ever known. I wish you all Fair Winds and Following Seas. CAPT Rea"



Captain Rea is a true Sailor's Sailor in every respect and I wish him the best as he takes on different adventures! We still have lots of initiatives working as we focus on supporting you, our customers. Our focus is on building your career, meeting your needs and desires, and marrying those facets with the needs of the Navy. I encourage each of you to work closely with your career counselor and detailer to help us keep in focus. Just as your career and personal needs change, so, too, do the priorities and needs of the Navy. As you know, we recently introduced the GUARD 2000 Program, which gives you bargaining power to get the set of orders you want. Another new initiative is the funded split tour program for first term Sailors. Your career counselor can provide you information on these programs. For career Sailors, we offer you new challenges to contribute to the Navy's future. There are many opportunities in Special Programs including recruit division commander, instructor duty, physical security, etc. When going to sea, new construction, and 3M are challenging and rewarding assignments. Also consider incentives offered by accepting orders to FDNF commands. Whatever your focus, your success depends on you. Identify the career path you need to achieve your goals. Work with your career counselor and detailer early to give yourself the most options.

A couple of internal actions that we are currently working on are implementing the recommendations the fleet Sailors provides us via the PERS-40 Customer Survey. We understand the critical role all detailers play in assisting Sailors in the distribution process and understand that we need to be more accessible to you and more proactive for you. More to follow on some of the specifics in other correspondence. Continuing on my predecessor's path, I look forward to working with your best interests as our focus. I welcome ideas to help us serve you better, Shipmates!

Facts Behind the Evaluation System

Several changes and updates have been released on the performance evaluation system over the past few months. The following changes to the EVAL Manual are in effect: NAVOP 043/95, NAVADMINs 049/97, 175/98, 239/98, 276/98, 050/99 and 054/00.

The Chief of Naval Personnel's update on the performance evaluation system announced in NAVADMIN 126/00 is worth repeating. "The new performance evaluation system, now four years old, is proving to be very successful in allowing officers and enlisted selection boards to better select the "most qualified" people for promotion," it reads. "The success of this new system is dependent on leaders making the hard choices and the difficult responsibility of honestly counseling subordinates who are not 'number one.'"

Officer and enlisted reports that are submitted with errors, even if submitted with errors in an effort to "help" subordinates, are rejected and returned to reporting senior, with copy to the ISIC. Unfortunately, one out of five (21 percent) performance reports are rejected due to procedural errors. Rejected reports impact on reporting senior cumulative averages since only accepted reports are used to update averages.

Not only can incorrect reports skew the cumulative averages, incorrect reports that are rejected and not replaced in time for a selection board cause gaps in career evaluation. This makes the selection process difficult and is not fair to our people. Requests for special selection boards have been on the rise. The fact that a fitness report or evaluation is missing from a record does not necessarily qualify an individual for a special selection board. Although the EVAL manual clearly states Sailors are responsible for the accuracy of their record when it is presented to a selection board, our goal should be for our subordinates to find no mistakes in their reports.

In an effort to improve the situation, here are the top three reasons reports are being rejected: Non-compliance. Reporting seniors non-compliance with the

EVAL manual is the number one reason reports are being rejected. Reports in this category are defined as those exceeding forced distribution limits for Early and Must Promote; a competitive category (summary group) with a large number of personnel split into smaller groups and mailed in on different dates to attempt to get more Early Promotes; and handwritten comments.

Incomplete summary groups. All reports within a summary group must be submitted together as one package. If not, the forced distribution cannot be validated. Packages with incomplete summary groups will be returned to the command without action for consolidation and resubmission.

Missing signatures from either the reporting senior or the member. All reports must have the signature of both the reporting senior and the member. If the member is unavailable

to sign, and the report isn't adverse, "Certified Copy Provided" is written in the member's signature block.

All commanders and commanding officers are encouraged to take the extra time to ensure reports are correct prior to submitting to COMNAVPERSCOM, and if in doubt, contact the Performance Evaluation System Customer Service Desk at DSN 882-3313/3315/3316, Comm (901) 874-3313/15/16.

In NAVADMIN 126/00, the CNP identified the top three reasons reports are being rejected. The Electronic Military Personnel Record System (EMPRS) automatically does a quality assurance check and catches these errors. To improve the process and decrease the rejection rate, it is imperative that we all ensure performance evaluations are submitted per the EVAL manual.

Information on performance evaluations is now available on the PERS-311 Web Site. You can access our Web Site at <http://www.bupers.navy.mil>. Under the "Organization" button, go to PERS-3, then to PERS-31. BUPERSINST 1610.10, NAVADMIN changes, briefs, frequently asked questions and general information are also available.

*LCDR Dave Harper
Head, Performance Evaluation Branch
PERS-311*

The image shows a screenshot of a performance evaluation form titled "Evaluation Report & Counseling Record (EVAL)". The form is divided into several sections. At the top, there are fields for "Reporting Senior", "Member", "Date", and "Time". Below these are fields for "Rate", "Comments", and "Signature". The form also includes a section for "Comments" and a "Signature" block. The form is filled out with handwritten information, including names, dates, and ratings. The form is titled "Evaluation Report & Counseling Record (EVAL)" and has a sub-header "EVAL Form 10-1 (Rev. 1-98)".

Enlisted to Officer Commissioning Programs Streamlined

WASHINGTON (NNS) – In keeping with the Navy's goal of streamlining, new procedures are now in place for Sailors interested in applying for all enlisted to officer commissioning programs.

What once required rifling through twelve separate instruction manuals and completing just as many application forms when applying for individual commissioning programs, now requires the use of only one instruction manual and one single, user-friendly application form.

In announcing the good news, Vice Adm. Norb R. Ryan Jr., Chief of Naval Personnel, stated that "this new program strongly supports the Navy's goal to create and implement smart, time saving initiatives that support each Sailor's ability to achieve the goals they set for themselves."

The consolidated manual and single-form application process not only eases a Sailor's ability to apply for more than one program at a time, but the new instruction provides career counselors and senior management with better, more concise tools to mentor the best qualified Sailors desiring a commission.

The single manual provides information on every commissioning program including: United States Naval Academy (USNA), Naval Academy Preparatory School (NAPS), Naval Reserve Officer Training Corps Scholarship Program (NORTC), Broadened Opportunity for Officer Selection and Training (BOOST), Seaman to Admiral (STA), Officer Candidate School (OCS), Basic Enlisted Commissioning Program (ECP), Enlisted Commissioning Program (Aviation Option [AECP], Nuclear Option [NECP], and Civil Engineering Corps Option [ECP-CEC]), Medical Enlisted Commissioning Program (MECP), Medical Service Corps Inservice

Procurement Program (MSC IPP), Limited Duty Officer (LDO) and Chief Warrant Officer (CWO).

"This is, without a doubt, a win-win program that benefits everyone. With an easier, more consolidated process, I hope that all Sailors in the Fleet take advantage of the opportunity to apply for any commissioning programs of interest to them," Vice Adm. Ryan added.

Pertinent administrative information for all programs, including eligibility requirements, application procedures, and points of contact for each unique program are detailed in the new manual and application form, OPNAV 1420/1, found at <http://neds.nebt.daps.mil>.

Sailors who have initiated and submitted applications for commissioning under previous guidelines, prior to the approval of the new instructions, can expect processing to be uninterrupted.

For more information, refer to NAVADMIN 178/00 located at <http://www.bupers.navy.mil>, or contact LCDR Stacy Henderson, N131D1 at DSN 223-2313, Comm (703) 693-2313.



*By Lynette S. Williams
Chief of Naval Personnel Public Affairs*

Enlisted Community Managers and Technical Advisors have their own section in *LINK*. Be sure and check pages 17- 26 for important information about your community.

Chief of Naval Personnel stresses importance of FITREP/EVAL guidance

MILLINGTON, Tenn. (NNS) - While errors in fitness report (FITREP) and evaluation (EVAL) submissions have decreased considerably in the past year, there's still plenty of room for improvement—overall, about one in five reports is rejected.

“Our goal must be zero defects in fitness reports and evaluations when the packages leave the reporting senior's desk. Our people deserve that, and as leaders, we owe them that,” said Vice Adm. Norb Ryan Jr., Chief of Naval Personnel.

Performance evaluations are being rejected primarily due to non-compliance, incomplete summary groups and missing signatures.

- Non-compliance: This includes reports that exceed the forced distribution limits for early

and must promote; a competitive category (summary group) with a large number of personnel split into smaller groups and mailed in on different dates in an attempt to get more early promotes; officers within the same category being grouped separately; and handwritten comments.

- Incomplete summary groups: All reports within a summary group must be submitted in one package; if not, the forced distribution cannot be validated. Packages with incomplete summary groups will be returned to the command without action for consolidation and resubmission. A copy of the rejection letter will also be forwarded to the Immediate Superior in Command (ISIC).

- Missing signatures from

either the reporting senior or the member. All reports must have the signature of both the reporting senior and the member or, if the member is unavailable for signature and the report is not adverse, “Certified Copy Provided” must be written in the member's signature block.

Many of the errors in the performance reports can be easily corrected with a continual reemphasis on the importance of timely, complete and accurate submissions.

“Regardless of one's role in the fitness report and evaluation process, we must make every effort to ensure that all our people are thoroughly familiar with the proper procedures,” Ryan added.

In fact, feedback from the most recent E8/E9 selection boards indicated that command-wide fitness report breakouts have far more validity than departmental rankings, and one-of-one early promote fitness reports carried little weight unless accompanied by comparisons to other crewmembers. The boards also looked hard at reporting seniors' recommendations for promotion and block 41 remarks about potential for future assignment.

For more information, please see NAVADMIN 126/00, or contact the Performance Evaluation System Customer Service Desk at (901) 874-3309 (DSN 882), via E-mail at <mailto:p311@persnet.navy.mil>.

*Lt. Ingrid Mueller
Navy Personnel Command
Public Affairs*



ABH3 Kyle Cunningham uses a spot dolly to re-position an F-14 Tomcat attached to VF-101 onboard USS THEODORE ROOSEVELT (CVN 71). U.S. Navy photo by PHAA John A. Trapp.

Another \$70,000 Job Offer? “No Thanks,” Says This Sailor



Editor's Note: Following is an E-mail sent by an active duty master chief petty officer in reply to a job offer from a corporate recruiter. It gives an insightful and personal look at what motivates the best and brightest to “Stay Navy.”

Thanks, Mike! But I'm not interested.

I'm eligible for Fleet Reserve in a little less than two years, and I'm an ET with a pretty extensive background in civilian electronics. I worked on the USS DOLPHIN as the Special Projects coordinator - working with a myriad of state of the art COT's type equipment - including laser communications systems. Then I worked for the White House Communications Agency for three years running their wide-area network (WAN), and their satellite systems. Additionally, prior to going to work at the White House - I had to qualify for a Yankee White security clearance (the highest one you can get) and (I'm told) civilian companies will pay a pretty penny to Sailors who have been cleared at that level of security. I had E5 electronics technicians that walked out of the Navy from there straight into \$72,000 jobs (and this was back in 1994!). I think they made a bad decision though.

I was recently offered a job as a project manager for a fiber-optic missile project by Boeing. I didn't solicit the offer - but they offered me \$70K per year in a very low-cost area.

I turned them down. I don't even think I really thought about it - told the guy “no” just that quick. WHY? Well, first, I believe that \$70K would be a “pay cut” for me. And - if it's not a pay cut (which it is) - then it is certainly a “fun cut.”

But I'll give you the same deal that I gave the Boeing guy. If you can find me a job with the following, I'll quit the Navy and sign on ...

1. The ability to change jobs (guaranteed) every three or four years. I get bored going into work and doing the same old thing day in and day out (for years on end) - with the same faces of the same people. I especially like the change if I happen to find myself working for a boss that I don't get along with. I don't want to have to wait for that lousy boss to get fired or die - I know I won't have to put up with him for that long. If you can guarantee me that I'll be working in a different location every three or four years, I'll listen.

2. The ability to travel *with* my family. I want them to go with me to experience some of the places I'm seeing. Every time I have received orders in the Navy, I've executed the equivalent of a coast-to-coast move. Some might think this is a hardship - but for my family - it's been a blessing. I have one daughter that was born in Virginia, a son born in California, and another daughter born in Memphis, Tenn. I was born and raised in the farmlands of Buzzard's Roost, Mississippi - never

left the place until I joined the Navy at age 20. But my kids are truly citizens of the United States of America. They have seen so many places, been exposed to so much diversity that I have no doubts that they are *leaps and bounds* ahead of their contemporaries who are anchored to one geo-location. They have an independence and flexibility they'd never achieve “homesteading” in Buzzard's Roost all these years.

3. I'll also require a job of equal social importance. Right now, I am a Sailor in the greatest Navy that has sailed this Earth - bar none. It could be argued that, without this Navy - not only would the United States of America be in jeopardy - but the whole freedom-loving world as well. I feel that this is a pretty important job - but if you can top this - I'm all ears!

4. I'll also require a job that “shelters” me from federal and state taxes. Currently, I have huge amounts of my paycheck that are not currently taxed by anyone. Additionally, my current employer (Navy) is working on some initiatives that would shelter even more of my pay from taxation. Add to this the fact that when I shop at the Navy Exchange or Commissary, I don't pay tax on the stuff I buy. Just an example, I just bought a new Nikon N60 Camera. WalMart price - \$398, NEX price - \$379. Only about \$20 difference, but if you add to that the fact that, at WalMart, I would have paid an additional \$30 in taxes - that comes out to about a \$50 savings! Can you imagine how much money I'll save when I buy that new living room set from the NEX? Also, the State of Tennessee doesn't have an income tax - just a tax on groceries. So by buying exclusively from the Commissary - I don't have to pay any state taxes! And get this... when I bought my new car here, I paid no sales tax because I'm a Sailor! That's right, the State of Tennessee exempts Sailors assigned to Millington from paying state sales tax on new or used vehicle purchases, saving me thousands of dollars. Furthermore, the tax break from NEX and the Commissary are mine to keep for the rest of my life - even after I leave the Navy. Unlike a lot of Sailors who make hasty decisions to get out because of the allure of “more money,” I'm mature enough to realize that it's not how much money “I make” that matters - it's how much money “I get to keep” that matters.

5. I'll also require a job that can offer the kind of pension plan that I currently have. My current plan says that I pay nothing - I simply work for my current employer for 20 years and they guarantee me an “indexed” check for the rest of my life. And I start drawing that the minute I leave - I don't have to wait until a certain age. My wife, a network engineer,

Continued on next page

Career Information

\$70,000 Job Offer, continued

has to “contribute” to her retirement fund and the money she’ll get out of it is directly proportional to the amount she puts in (she puts in little, she gets little). Also, when her retirement fund is gone - it’s gone. Heck, I can live to be 500 years old and I’m still guaranteed that indexed check every month!

6. I’ll also need a job with a fair amount of job security. I don’t want my job jeopardized by corporate mergers and takeovers. I feel pretty safe with my current employer - as long as the United States is not conquered by another country - I think I’ll have a job to do. So if you can find someone with better job security than my current employer, I’ll consider it.

7. I’ll also need a job where the sky is the limit. MCPON Herdt came in the Navy in the 1960’s and rose through the enlisted ranks to become the Master Chief Petty Officer of the Navy. Admiral Boorda came in the Navy as an E1 and rose through the ranks to become the Chief of Naval Operations. Sooo, I’ll require an employer that recognizes and rewards the best. I don’t know if I’m the best - but I’d like the employer to give me a shot at being the CEO one day. I kinda feel like my current employer offers me that.

8. I also want to work with interesting people, under interesting circumstances, in interesting places. Some of the most cherished memories I have involve sitting in the bridge of a submarine at 0200, transiting the Straits of Juan De Fuca on the surface - sitting up there with other Sailors on watch - smoking a cigarette, drinking a cup of coffee and trying to determine which light in the sky is Saturn. Did you know that I discovered the Hale-Bopp comet all on my own? Yep, sure did, before I even heard of it I saw it, by chance in the sky one night. Called down to the navigator and told him about it - he looked at it - did some research and discovered what it was. But I wasn’t one of those people that “read” about it in the newspaper and then went outside to see if I could find it. No - I just “came” across it - one night in the bridge, through sheer casual observance. I think that’s kind of neat.

9. I’ll also need a job that gives me a great sense of satisfaction. Like when I see a Sailor (that I knew as a “screwed-up” E3) get promoted to Chief Petty Officer. I know he worked for it - but I can’t help but think that I had some impact on his life (however small) that helped him get there.

10. I’ll also require a job that will allow me to continue to grow by giving me exposure to other countries and their cultures. I’m not talking about traveling business class to five-star “Americanized” hotels overseas. I really want to know and appreciate what the “real” people in those countries do, and what they have to deal with - and I kinda think getting there “the hard way” has been a real character builder for me.

11. I don’t want to deal with labor or trade unions either. I don’t want to have to pay dues to them so that they can then go out and squander my hard earned money on political candidates that I wouldn’t vote for in a million years. I don’t want them to tell me that I have to do certain jobs and I’m not

allowed to do others. I don’t want to have to check the “by-laws” every time I think I should do something to see if I can legally do it. I don’t want them to tell me that I’m “working too hard” and making everyone else look bad.

12. I’m going to require an employer that makes me deliver the IMPOSSIBLE. I’ve learned that the word “impossible” is simply a word in the English language - it has whatever value the individual places on it. My current employer has required me to *exceed* my definition of the word impossible - thereby *doing* the IMPOSSIBLE. Regular doses of this have taught me that my limits are far beyond what I originally started out thinking they were. This has built my self-esteem and made me virtually fearless. By contrast, some of my “civilian” neighbors seem like sheep to me. They’ve never been seriously challenged beyond what they expected they could deliver. I have my definition of “impossible,” and I need an employer that can oblige me.

13. I’m going to require an employer that will allow me to work as a member of a cohesive team. No, strike that - how about an “organic” team. A team that moves as one person. I want to work in a team where my team mates and I share the same values and concerns - the same culture of inspiration. I want to be a part of a team that is willing to charge the fires of Hell as one unit - to a man - without worrying about someone “back-stabbing” me or trying to make me look bad so that they can knock me off whatever pedestal I’m lucky enough to be on. I feel like I have that with the Chief Petty Officer community in the United States Navy.

I’ll stop at 13 - because 13 is MY (no kidding) lucky number! Don’t take this the wrong way, thanks, but no thanks. Nope, my Navy career hasn’t always been “sunshine and roses.” I’ve done my share of mess cranking, field days, port and starboard watches and, yes - I’ve worked for some pretty lame bosses (as has my “civilian” wife). But rather than look at the glass half empty, I look at it as half full. Like I said, just a kid from Buzzard’s Roost, Mississippi - an aspiring “chicken farmer” (no kidding) - 18 years later - a master chief. If that kid can do it - anyone can, because that kid was one screwed up little dude (believe me I know this!). Not a day goes by (not a *single* day) that I don’t sit up at some point and think - “how did I get this lucky and manage to just ‘stumble’ into this?” Maybe I’d be a millionaire by now if I had passed it by, - but I don’t think I was on the road to becoming a millionaire. Instead, the life the Navy has given me has been beyond my wildest expectations. How many people out there get to keep growing - keep learning far past high school? I have.

So Mike, I think I’ll hang around a bit longer. When they kick me out - I’ll seek employment in the civilian sector so I can experience some of that fat living and fat paychecks. Since there are anti-age discrimination laws on the books - even at age 50 I’m sure I’ll be able to find a good job.

But I bet it won’t be as good as the one I have now!

BUPERS Access Offers Advance Look at Selection Board Results

MILLINGTON, Tenn. (NNS) — As a result of a new notification process, active-duty enlisted and officer selection board results are now being distributed through BUPERS Access 48 hours before being released to the fleet by message.

This Chief of Naval Personnel initiative gives senior leadership the opportunity to provide appropriate personal and career counseling to all candidates.

Distribution is limited to flag officers, commanding officers, officers in charge and command master chiefs (enlisted boards only) for their respective unit identification codes (UICs). Account access for selection boards should be automatic for those authorized users. For commands without CMCs, senior enlisted advisors will be granted access based on individual requests faxed or mailed to the Navy Personnel Command (PERS-455E).



BUPERS Access is available at the BUPERS Web Site at <http://www.bupers.navy.mil>.

The new notification process is one of the most recent additions to the features available on BUPERS Access. The new Web-based system uses a secure login and encryption similar to that used by credit card companies.

All active-duty Navy members already have a BUPERS Access account and can view a vast array of personal information including view-only JASS, advancement results, order status, SRB status, application status, duty preference, swaps and selection board information. Features that will be added in the future include applications for the Overseas Tour Extension Incentive Program (OTEIP), electronic submission of personal documents and on-line display of orders.

Establishing an account simply requires users to enter their Social Security Number and birth date.

Commands are strongly encouraged to establish and test accounts for all UICs as soon as possible. The typical response time for account establishment requests and log-in trouble calls is 48-72 hours, so commands

can avoid any possible last-minute glitches by testing their access to the system early.

"This new system gives Navy leaders the information they need to counsel and guide their people with a personal touch," said RADM James B. Hinkle, Commander, Navy Personnel Command.

For more information, see NAVADMIN 173/00, which is also available at the BUPERS Web Site at <http://www.bupers.navy.mil>.

*By Lt. j.g. Eric Petersen,
Navy Personnel Command Public Affairs*

Leave Sell Back Rules Have Changed

Service members are no longer restricted to reenlisting 90 days before their end of active obligated service (EAOS) in order to sell back leave, thanks to a recent change in Department of Defense policy.

The guidelines that govern selling back leave in conjunction with a reenlistment previously stated that leave could not be sold back if a Sailor reenlisted more than 90 days prior to their EAOS. Leave can only be sold when a Sailor reenlists or retires.

Selling leave back to Uncle Sam can be beneficial in instances when Sailors may lose leave if they have more than 60 days accrued at the end of the fiscal year.

However, selling leave may not be more lucrative than taking it, because Sailors selling leave receive one day of basic pay for every day of leave they earn. Special pays and basic allowance for housing are not included.

It's often better to take leave rather than sell it back, but for those who are in danger of losing leave at the end of the fiscal year, selling leave back can be beneficial.

For details on the policy, contact your personnel office or see DFAS Military Pay Advisory 09/00.

CNP Public Affairs

Earn a Degree in Intelligence

Since 1963, the Joint Military Intelligence College (JMIC) has been educating military and civilian intelligence professionals and preparing them for positions at the national and theater level. The JMIC is an accredited college located on Bolling AFB in Washington, D.C., offering graduate and undergraduate degree and certificate programs.

At the undergraduate level, the JMIC offers a 12-month Bachelor of Science in Intelligence (BSI) program. The BSI is a fourth-year degree-completion program that affords those students who have earned three years of undergraduate credit a means of completing their degree requirements. Applicants must have a minimum of 80 semester hours, including 30 credits earned in the classroom of a regionally accredited college, 20 upper division (300 or 400-level) credits, and must have completed general education prerequisites as follows: Nine credits in communication skills, six of which must be composition-related; 12 credits in math/science, three of which must be math; and 15 credits in the humanities, social sciences or fine arts.

The JMIC also offers a nine-month undergraduate intelligence certificate program (UGIP) consisting of 300-level coursework. The academic prerequisites include a minimum of 15 semester hours earned in a college classroom. Students who complete the UGIP may apply the UGIP credits toward a degree at another college.

At the graduate level, the JMIC offers the Master of Science of Strategic Intelligence (MSSI)

program, which is a 12-month full-time graduate curriculum consisting of nine core courses and five



intelligence-related electives, plus a master's thesis on an intelligence or national security related topic.

Applicants are screened by a JMIC

faculty committee before being nominated by the Navy to attend.

These programs are available primarily to Intelligence Specialists and Cryptologists, but other ratings who hold top secret/SCI clearances may be considered, depending on their experience and the desires of their community managers.

These programs require a PCS move to the Washington, D.C., area beginning in August each year. Individuals interested in attending should contact the JMIC Admissions Officer, Tom Van Wagner, for more information at afvantw@dia.osis.gov, or by phone at DSN 428-3299, Comm (202) 231-3299.

Assistance Program to Ease TRICARE Credit Hassles

WASHINGTON (NNS) — The Department of Defense recently announced a new debt collection assistance officer program to help service members, retirees and their eligible family members with TRICARE-related debt problems.

For the first time, an assistance officer located at each military treatment facility (MTF) and TRICARE lead agent office will be the single point of contact when a TRICARE beneficiary needs help with these kinds of problems.

Identification and training of assistance officers will begin immediately.

Once contacted by a TRICARE-eligible beneficiary, the

debt collection assistance officer will intercede with all agencies involved, including military personnel offices, the MTFs, lead agents, network and non-network providers, TRICARE Management Activity, managed care contractors and even debt collection agencies, when appropriate, to resolve a collection issue arising from a TRICARE claim.

Additional information about TRICARE claims processing can be found on the Military Health System/TRICARE Web Site at <http://www.tricare.osd.mil>.

*Office of the Assistant Secretary
of Defense (Public Affairs)*

Physical Security Opportunities Currently Available Worldwide

(NWS) — The Navy is in search of motivated, safety-conscience Sailors.

“We’re looking for hard chargers to be a part of our law enforcement team,” said NC1(FMF) Nestor Francisco, physical security detailer at Navy Personnel Command (NPC) in Millington, Tenn.

The physical security naval enlisted classification (NEC) 9545 is open to all E6s and below, except HMs and DTs. Physical security specialists are stationed around the world, as well as at all Navy installations stateside. The majority of the overseas activities are Type 3 (sea duty for rotation purposes), so a Sailor can begin, complete or continue sea duty in this program.

Volunteers are needed now for billets in Puerto Rico and Europe.

Physical security specialists are not merely gate guards. Sailors can expect to be involved in almost every facet of law enforcement, including traffic accident investigation, riot control, activity and installation patrol, domestic disturbances, traffic control and criminal suspect search, apprehension and arrest. Physical security is almost identical with the master-at-arms (MA) rating, but is only temporary in nature. Physical security is also one of the easiest ways to convert to MA, due to the similarities in the training.

The training for assignment as a physical security specialist takes

place at Lackland Air Force Base in San Antonio,

Texas. While attending the six-week joint service school, Sailors are taught various law enforcement techniques, ranging from weapons handling to driving skills to crowd control. “It’s just like a police academy,” said Francisco. Upon graduation, Sailors earn the 9545 NEC, and are sent to their physical security assignments.

“These billets present a great alternative shore duty for Sailors,” remarked Lt. Cmdr. Will Kronzer, head of shore special programs at NPC. He added that the law enforcement training that they receive is a very marketable skill.

Eligible Sailors interested in a physical security billet must request permission from their rating detailer to be released to shore special programs.

For more information, including eligibility requirements, go to the Physical Security Web Site at <http://www.bupers.navy.mil>.

Sailors who are interested in an assignment in law enforcement should talk to their command career counselor, or contact the physical security detailers at DSN 882-3863, or Comm (901) 874-3863.



“Split Tours” Available for First-Termers

Sailors with at least 24 months at their sea duty command, and who are approaching their end of active obligated service, can now split tour to another sea duty command, according to NAVADMIN 143/00.

The initiative is aimed at giving commands and detailers greater flexibility when working with first-term Sailors.

“The improvement of first-term retention is encouraging... this will help Sailors make sound career decisions by giving them a broader view of what the Navy has to offer in a shorter amount of time,” said

Vice Adm. Norb Ryan Jr., Chief of Naval Personnel. “Retention should be everyone’s number one priority, and commands should be highly encouraged to help those Sailors who want to take advantage of opportunities such as this.”

For details on first-term split tours, see NAVADMIN 143/00 on the BUPERS Web Site, at <http://www.bupers.navy.mil>. Interested Sailors should contact their detailer and submit NAVPERS 1306/7 via their chain of command.

CNP Public Affairs

*Lt. j.g. Eric Petersen
Navy Personnel Command Public Affairs*

Detailing Information for the Career Counselor

From the PERS-4
Leading Master Chief

Hello! I'm ETCM(SS) Mark Marshall, the Leading Master Chief for PERS-4. Many of you already know me from my travels to the fleet and have heard my briefings on the detailing process. My fleet "briefs" are really interactive talks between the audience and myself (I get as much out of them as you do!). They are designed to improve the process of enlisted assignment by bringing career counselors, CMCs and detailers closer together so that everyone is working in unison for the benefit of the Sailor as well as the Navy. When this happens, it produces a decisively positive effect on command retention!

Since my "briefings" haven't reached *everyone* in the fleet yet, and since the landscape of enlisted distribution is constantly changing, I thought it would be a good idea to start up an article in *LINK* designed specifically for career counselors. I'll use this article as a forum to discuss the timely issues related to enlisted distribution and retention. The goal is to give you, the command career counselor, information that you can *use*.

Let me tell you about some things that have recently come about in the realm of detailing ...

GUARD 2000. By the time you read this, the specifics of GUARD 2000 (G2K) should be fully published in the latest edition of the Enlisted Transfer Manual (ETM). This program was designed to do one thing – *increase retention!* For first-term personnel, the G2K program authorizes the detailer to waive up to 18 months of a Sailor's prescribed sea tour. The program also authorizes the detailer to offer billets that are "on hold" in order to meet a Sailor's request for a specific geographic location. In return, the Sailor agrees to reenlist for four-six years in order to get that billet.

I have only touched on the details of G2K in the paragraph above - you really should see the ETM for all of the specifics - but let me clarify a thing or two about the program. First, you need to know that the very first step in negotiating a G2K request is to *pick up the phone* and call the detailer! Don't submit any messages, don't send any 1306/7's for the G2K request until you've contacted the detailer. This is where the negotiation begins - on the phone. When you reach the detailer, give him your Sailor's SSN, so he can check to ensure the Sailor is eligible for G2K, and then let him know what the

Sailor's duty preference is. If the detailer can support the request within the rules of G2K, he'll tell you how many years the Sailor will need to reenlist in order to get it. Because of rating differences and the individuality of each request, there will be no standardized matrix that will tell you how many years a Sailor will have to reenlist for any given G2K request. Only the detailer can tell you that, and it's going to vary from rating to rating as well as by paygrade.

Don't be frustrated by the differences in reenlistment requirements between the ratings! It's a necessary part of the program to ensure that we're doing the absolute most that we can for the Sailor while ensuring that Navy readiness requirements are still adequately addressed. However, a good rule of thumb here is this – all other things being equal, a Sailor who is willing to reenlist for the maximum amount of time (six years) is going to get a better deal than a Sailor who is only willing to reenlist for the minimum (four years).

Okay! So now you've called the detailer and you've negotiated a great deal that the Sailor is happy with - what now? The only thing left to do is send us the request in writing via 1306/7 or message (it's your preference, we'll take either). Since the deal has already been agreed to on the phone with the detailer, you can consider this a "paperwork drill" – however, the detailer *does* need this "paperwork" before he can "cut the orders" – so be sure to send it in ASAP! We *will* accept a "faxed" 1306/7!

One last note on G2K. I recently received a negative comment from a career counselor about the G2K program. This career counselor told me basically, "it doesn't work." After some discussion, I found out that he had only attempted to use the program twice, and both times it turned out the detailer could not support the request. My answer to him was this – "*Use the program 20 times before you give up on it!*" Rarely is anything going to work 100 percent of the time, but if you stick with it you're going to notice something very positive and you're going to recognize that G2K is a *great tool!* I recently had one success story from a CMC who said his command had used it 12 times already and enjoyed 100 percent success in negotiating orders that his Sailors were willing to reenlist for!

Career Information

CMC's Corner

Navy Personnel Command Virtual Tour



What is the Navy Personnel Command? I will bet that if you asked that question to the average fleet Sailor they would answer "Why, they are the detailers!" Most Sailors don't realize that we are comprised of seven different branches, or "codes." Every one of

those codes directly impacts every Sailor and their family in a particular way.

PERS-0: This is the Admiral's staff, which oversees the daily operations and provides support to the men and women who comprise the Navy Personnel Command.

PERS-1: Our Personnel Research Studies and Technology group provides us with many of the surveys and focus groups relating to Navy issues, i.e. retention and career satisfaction.

PERS-3: A diversified code, they provide selection board support, maintenance of microfiche, retired records performance evaluations and FITREPs. They also manage the Pay/Personnel Administrative Support System (PASS), DEERS, DOD ID card system and monitor PSAs and PSDs throughout the Navy.

PERS-4: The Enlisted/Officer Assignment and Distribution code. PERS-4 is not only detailing and placement, they are also responsible for BUPERS Access, the World Wide Web and manage funding for PCS/TEMDUINS/TAD. Heard of overseas screening? This is where the policies originate. Enlisted and Officer Transfer Manuals are managed by PERS-4, as is Manning Control Authority BUPERS, responsible for

manning over 3,500 claimants and 60,000 billets worldwide.

PERS-6: Ever taken advantage of MWR or Single Sailor programs, been to a base club or cyber-café? What do you think of the new Navy Physical Readiness Program? This is a portion of what falls under the PERS-6 umbrella. PERS-6 also manages the Ombudsman and Equal Opportunity Programs, Navy bands, family service centers, and "Right Spirit." That's right, the drug and alcohol programs.

PERS-8: These folks administer and implement statutes and regulations regarding Fleet Reserve and retirements and officer in-service procurement. They administer and monitor all of SECNAV's programs for career progression and sponsor selection boards for both officer and enlisted. Policies pertaining to performance and Navy discipline also fall under PERS-8.

PERS-9: Our Naval Reserve Personnel Management team. They develop, evaluate and implement directives and instructions relating to the Naval Reserve. This team provides guidance, service, and information to staffs and reservists in the field serving over 400,000 constituents.

A couple of other units you may have heard of also fall under our cognizance: Navy Manpower and Analysis Center (NAVMAC), and the Navy Brigs and Absentee Collection Units. If you want more in-depth information about your Navy Personnel Command, please go to our Web Site at <http://www.npc.navy.mil> or <http://www.bupers.navy.mil>. Hope you enjoyed your tour.

*GMCM(SW) Harry Kantrovich
CMC, Navy Personnel Command*

**LINK is printed at the rate of
one copy for every five Sailors.
Please read it and pass it on!**

Aviation Mechanical Community Update

Before I get into community issues, I would like to wish CDR Sadsad and his family the very best as they head off to Pensacola, Fla., where he will assume the duties as Executive Officer, VT-4. Throughout his tenure as community manager, CDR Sadsad worked tirelessly in improving advancement opportunities, manning levels and GENDET opportunities. Thanks for your efforts.

The new team is developing and I am very fortunate to have AFCM(AW) Jesse Lynch as my technical advisor. He brings with him a wealth of experience and an understanding of the needs from the "deck plates." I arrived in this assignment after completing several tours in the VP community and a tour as Catapult and Arresting Gear Officer on USS CONSTELLATION (CV 64). AFCM Lynch just completed a tour as CAG FDC, with tail hook and ships company background. As you can see, there is a good mix in our office, but there is room for more ideas. If you have any questions or ideas that you think might improve your rating, contact us using the information in the *LINK* Directory.

NAVADMIN 153/00 announced the merger of the AMS and AMH ratings to AM as of Mar. 1, 2001. This merger seems to make sense. A review of occupational standards revealed extensive commonality between these two ratings. Conversion from AMS or AMH to AM rating will be automatic and no individual action by the member will be required. The current AM rating badge will be retained.

Congratulations to all those who advanced on the last exam cycle. It would be nice to advance 100 percent of all test passers, but the law requires us to maintain a balance amongst the fleet. Although our advancement opportunities are above fleet average, we will continue to work hard to improve your chances.

I would like to mention a few items that we review when processing Fleet Reserve paperwork. First of all, if there is excessive ID card time remaining, you can expect for your request to be disapproved. We are mandated by Congress to maintain a certain number of personnel in the Navy (end strength). With the growing problems of accessing personnel, we

need to hold individuals to their prescribed contract. This does not mean that an individual that has completed twenty years of service will be denied a FLTRES date, but all we are requesting is that you honor the contract (SEAOS). As a reminder, time in grade (TIG) begins when an individual starts getting paid for a particular paygrade.

I am looking forward to serving you in the future. My main goal is to continue to keep our ratings well manned with quality personnel, and to maintain steady advancement opportunities. Feel free to contact us with any questions.

*LCDR Tom McGovern
Aviation Mechanical ECM
N132D1*



AMS2 James Carver of VS-31 inspects the augment valves on an S3-B "Viking" aircraft aboard USS DWIGHT D. EISENHOWER (CVN 69). The ship was on a six-month deployment to the Arabian Gulf earlier this year. U.S. Navy photo by PHAN Christopher Pruett.

ECMs and Technical Advisors

Conversions Needed for CT/EW

We continually seek qualified and highly motivated Sailors to convert to the Cryptologic Technician (CT) ratings. All CT/EW personnel must be eligible for a Top Secret/SCI clearance.

The following guidelines will assist you in determining your eligibility for the CT rating:

- All candidates must be U.S. citizens.
- For CTI only: Immediate family member citizenship may be waived on a case-by-case basis.
- Normal hearing required for all ratings, with the exception of CTA.
- Normal color perception required for EW/CTM.

Each conversion package will include a SF-86 and a Special Security Officer (SSO) interview. Applicants with immediate family members (parents, siblings, spouse, children) who are not U.S. citizens must include a foreign contact interview and intelligence risk assessment. This interview and assessment must be coordinated with a regional or local SSO. Following ASVAB requirements pertain to the CT and EW ratings:

Rating	ASVAB Components
CTA	VE+NO+CS=160
CTI	VE+AR+NO+CS=202 / DLAB = 95
CTM	MK+EI+GS=156 + AR = 218 / Minimum MK = 57, Minimum AR = 57

CTM Jobs AR+MK+EI+GS=198

CTO VE+AR=103

CTR VE+AR=110

CTT VE+MK+AR=167 / Min. MK = 57

EW (6 yo) MK+EI+GS=156 + AR = 218 /

Minimum MK = 57, Minimum AR = 57

CTI Conversion – Native Linguists. The CT ECM approves candidates for direct conversion to CTI. This approval is based on current manning levels and the needs of the Navy. Packages for direct conversion must include results of a recent Defense Language Proficiency Test (DLPT). A minimum score of listening 2+ / reading 2+ is required to qualify for direct conversion as a native linguist. Defense Language Aptitude Battery (DLAB) results must be a minimum score of 95.

Native linguist candidates with Arabic, Chinese, Korean or Persian-Farsi skills are encouraged to apply. We are currently manned at 100 percent for Spanish and French linguists.

If interested, see your career counselor today!

CDR Hendron
CT/Foreign Language ECM
N132D8

Surface Engineering Community

Lets talk about what to consider when submitting a request for conversion to a new rating. Here are a few of the considerations when applying. This will help you make a better-informed decision when submitting a conversion.

1. You must meet the new rating's ASVAB requirements (see ENLTRANSMAN Ch. 7). The ASVAB requirements also apply to firemen striking into a rating.

2. Two of the nine engineering ratings (IC and GSE) require "A" school for entry.

3. The Rating for General Apprentices (REGA) and Career Reenlistment Objectives (CREO) message is full of valuable information. It lists advancement opportunities, whether "A" school is required and manning levels for all ratings.

4. Look at the CREO rating for your present and desired rating. If your current CREO is lower than your requested rating, chances are your request will not be approved.

5. STAR/ SCORE conversions are discussed in the MILPERSMAN pages 10-49 through 10-55.

6. Lateral and Force conversions are discussed in MILPERSMAN pages 22-6 through 22-13.

7. Whether your rate is sea or shore intensive, and when you request the conversion, is important. For instance, if you are a sea intensive rate and you request a conversion at the start of your sea tour, it will probably be disapproved. A submission near the end of a sea tour is more likely to be approved.

Continued on next page

CT - Planning Fleet Reserve Requests

As we achieve a steady manpower state, it is important to plan well in advance for transferring to the Fleet Reserve.

Throughout the Navy's draw-down period, specific waivers were granted for these transfers. However, the focus has shifted to retention and it is difficult to justify increased retention bonuses when we're granting waivers to the Fleet Reserve for time in grade (TIG), minimum activity tour (MAT) and prescribed sea tour (PST). It's recommended you review MILSPERSMAN 1830-040 before submitting your request for Fleet Reserve. Following are additional

items that we consider when staffing your request:

- Member has completed Minimum Activity Tour (MAT) and/or DoD Area Tour requirements.
- Request is prior to PRD and command has indicated if a contact relief is required.
- Member has completed minimum time in grade requirement for advancement (E7/8/9). Current requirement is two years time-in-grade. Please refer to SECNAVINST 1811.3M (paragraph 11D) for specific waiver criteria.
- Member is already retirement eligible and is requesting a date in line with their PRD.

- Member is required for Navy FY end-strength considerations (i.e. only when an individual has obligated service remaining in one FY and is requesting a date in the prior FY). NPC does not hold personnel in order to meet fiscal year end strength beyond their EAOS.

- Member has significant obligated service remaining (i.e. request for retirement at PRD with EAOS time remaining beyond PRD).

Best case scenario is to have your EAOS, PRD and Fleet Reserve date all in the same month. Keep your detailer informed of your Fleet Reserve intentions. Plan early! You can submit your request up to 18 months prior to your requested Fleet Reserve date (NAVADMIN 099/93 refers). Do not wait until the six-month mark – after you have received a set of orders. Your transition to civilian life is important to us — let's work together to make it as smooth a transition as possible. If you have any questions about Fleet Reserve, please contact your ECM, TECHAD or detailer.

CTICM Harris
CTI Technical Advisor
N132D8B

Surface Engineering, continued

Conversions should be requested on a 1306/7 not more than 12 months prior to your EAOS, via your Commanding Officer. The routing of a conversion package takes time, in some cases up to 30 days. Once the package is mailed from your unit it goes to the PERS-815 conversion desk in Millington, Tenn. PERS-815 logs it, attaches a routing sheet and sends it to the detailers. After the detailer chop, it is FedEx'd up to the community managers in Washington, D.C. When we are done chopping it, the packages are sent back to PERS-815 and a message is sent out to inform you of approval/disapproval. This is a lengthy process, so be patient.

A couple of community announcements:

1. Striking into the GSM rating no longer requires ECM approval.

However, undesignated personnel must still meet ASVAB requirements (AK+MK+EI+GS= 204).

2. In our last article we stated that E4 HYT would increase from 10 to 12 years, but that proposal was disapproved. HYTs for engineers remaining on or transferring to sea duty will likely be approved.

Congratulations to all the new engineering chief petty officers! My challenge to you: Go the extra mile in talking to your troops, find out how they are doing and if they are having any problems. Retention is key to Navy manning, and we need to go the extra mile for our Sailors.

HTCM(SW/AW) K. A. Hansen
Hull, Mechanical and Electrical
Technical Advisor
N132D4A



CTT/EW - Preparation for the Merger

The official merger date is still three years away, but there is much to be done by everyone to ensure a smooth transition. Two of the most important issues are keeping informed and identifying training.

Keeping Informed. The Atlantic and Pacific Fleet-sponsored Information Warfare (IW) Symposiums offer a great opportunity for CTT and EW personnel to receive rating specific briefs, systematic merger updates and to provide feedback to key decision makers. These symposiums are scheduled periodically in San Diego; Pearl Harbor, Hawaii; Yokosuka, Japan; Bremerton, Wash.; Norfolk, Va., and Mayport, Fla. These forums are open to all CTT/EW enlisted personnel and officers working in the CT/EW fields. Other means of keeping informed include *LINK* articles and the BUPERS Web Site (<http://www.bupers.navy.mil> – look under community managers, enlisted community managers and then either CTT or EW). You can E-mail us with your questions and comments from our Web Site, or you can call us (numbers are in the *LINK* Directory).

Identifying Training. We recommend that you begin cross training immediately - attending available schools and completing interactive courseware; completing computer based training (CBT) courses and correspondence courses. Navy Educational and Training Professional Development and Technology Center (NETPDTC) has a very useful Web Site that contains EW and CTT advancement resources including bibliographies (BIBs) and advance-

ment handbooks. Log on to <http://www.cnet.navy.mil/netpdtc>, then select “products” or “information.” Additionally, CTTs should attend EW courses at fleet combat training centers (FCTC), and EWs should participate in local cryptologic readiness group (CRG) training.

CTT/EW “A” and “C” Schools and other NEC-producing training is under review. One of the major milestones is a merged CTT/EW “A” school that reflects merged occupational standards (OCCSTDS). During a recent training task analysis (TTA) meeting, current CTT and EW OCCSTDS were reviewed and a proposed set of merged OCCSTDS was drafted. Once approved, these new merged OCCSTDS will serve as the basis for future CTT and EW training and rating exams. Within the next year, you will see both training and rating exams begin to reflect the combined task and knowledge requirements of a merged CTT rating. The CTT Cryptologic and Intelligence Training Readiness Review (CRITRR) was held the week following the TTA with minimum adjustments to the CTT schoolhouse training. In August, we will meet in Pensacola to identify a merged CTT/EW “A” School pipeline and strand training, tailored to the Sailor’s first tour (i.e. aircrew, ship, subs, etc.).

TS/SCI clearances will be required for EWs as we proceed towards the merger deadline. For additional information, please read the initial merger message, NAVADMIN 045/00 and COMNAVSECGRU N11 message dated 241543Z MAR 00. It is important that you initiate your TS/

SCI clearance/online security questionnaire as soon as possible. Call us if you have any difficulty getting access to the Electronic Personnel Security Questionnaire (EPSQ) or have any questions. The Single Scope Background Investigation (SSBI) can take over one year, so it is vital that you complete and submit your clearance package soonest. Individuals with temporary issues, such as financial problems, must disclose all available information during the clearance process. These submissions will be reviewed on a case-by-case basis to identify resolution prior to the official merger date. Individuals not granted a TS/SCI clearance would need to convert to a rating that does not require a TS/SCI clearance. We will work with each Sailor not qualifying for a TS/SCI clearance to ensure the individual’s interests are well served. The bottom line - submit your package immediately, be honest during the investigation process and resolve repairable issues soonest. One final note on the clearance issue – we have identified several CTT shore billets for EW rotation – but we need EWs with final TS/SCI clearances.

NTTC Corry needs your help! Supervisors that have CTTs filling EW billets need to fill out a short critique available at <http://www.navy.mil/homepages/nttc> (then “Fleet Training Feedback,” “Delta Course Feedback”). We need your feedback to ensure that CTTs going afloat are receiving the appropriate training.

CTACS(SW) Devlin
Asst. Crypto/Intel ECM
N132D8A

Submarine Non-Nuclear News

On behalf of the Submarine Non-Nuclear ECMs, congratulations and well done to the submarine force's newly selected chief petty officers. Bravo Zulu to all!

Electronics Technician (ET) NECs: Are yours correct? If you are a "pre-consolidation" ET, one who has been on active duty before 1996, did you know that COMSUBLANT/COMSUBPACINST 1541.2 details some options for being awarded the new "post-consolidation" NECs? For example, if you have a 23TM/23SM NEC and have completed your 14TO/14RO certification, you are eligible for the 14TM/14CM NEC. These NECs will be awarded upon receipt of a NEC Change/Recommendation Request, NAVPERS 1221/1. If you have questions or believe you meet the requirements, contact the Submarine ECM Office or your detailer.

ET Rating Merger update. In January 1999, "separate exams" for ET(SS) Navigation (ETV) and ET(SS) Communications (ETR) personnel were first administered. Starting with the September 2000 E4/5/6 exam cycle, there will be only one competitive group for ETV3 and one competitive group for ETR3 exams. The E5/6/7 exams will continue to have separate advancement groupings, as practiced since January 1999.

Your advancement group is ultimately determined by your NEC and in some cases how you are DNEC'd on the ship. EDVR management is the key to making sure this essential data is correct. Lack of, or an incorrect NEC, could result in your placement into an incorrect competitive group, resulting in an incorrect exam report, which will require either an exam revalidation or the taking of another exam. If you are not sure which exam you should be taking or what your competitive category is, call the Submarine ECM Office.

MM rating NECs. All submarine non-nuclear MMs must be assigned either the 4230/4231 NEC (Auxiliary personnel) or the 4232/4233 NEC (Weapons personnel). Make sure you (includes strikers who have previously taken and successfully struck MM) have at least one of these NECs. If not, submit a NAVPERS 1221/1. Note that no school is required for NEC 4230 (Aux) or 4232 (Weps). A 4230 or 4232 will be awarded with a XO or CO signature on the 1221/1. Without one of these NECs, NETPDTC will assume you are a MM Auxiliary type. This can cause your exam to be invalid if you are a MM (Weps) who took the incorrect exam!

Converting to a new rating? Do you know which advancement exam you should take? The Advancement Manual, BUPERSINST 1430.16D, is the reference for any questions you may have. If you are undergoing a conversion or are participating in an officer program, make sure you know the rules and what your correct exam is. Here's some helpful info:

1. Converting to a non-submarine community: If the conversion only involves losing your submarine designation (you are in a rating like ET, MM, MS, SK, YN that has a surface component), then your conversion is complete when you lose your submarine designation, and you will take the surface rating's exam.

If the conversion involves actually changing your rating, then you will continue to take your current rating's exam until you start the conversion school for the new rating (usually this is an "A" school). During the conversion school you can't take any rating exam (basically you miss out on an advancement opportunity if the exam is given). After your conversion school you'll start taking your new rating's examination.

2. In an officer program: You will continue to take your current rating's exam until your commissioning.

3. Conversion in the EOD/SEAL/Diver program: If you hold a rating that is an EOD/SEAL/Diver source rating (submarine ratings EM, ET, MM, SK), your conversion is complete when your submarine designator is removed. This should happen within one year of receiving your new NEC. It's your responsibility to find out so that the correct exam can be administered.

If you are coming from a non-EOD/SEAL/Diver source rating (submarine ratings FT, MS, MT, STS or YN), your conversion is complete when your rating changes. Your rating changes after you receive your new NEC and have been approved for your new rating. This process takes up to a year. Until then, you will take your original submarine rating's exam.

Remember, your Submarine ECM Office is here to help maintain and improve the best submarine force in the world. Give us a call or check out our Web Site at <http://www.persnet.navy.mil/pers2/N132D9/index.htm>.

Go Navy, go submarines and stay informed!

CDR Chris Kaiser
Submarine non-nuclear ECM
N132D9

TAR Enlisted Community News

TAR Conversion. We have many outstanding career opportunities for recall into the TAR community (critical rates below). We also have a Web Site that contains additional rates and NECs, and more specific information about the TAR program, at <http://www.bupers.navy.mil/codes/pers2/p22news.htm>. Click on TAR aviation or surface.

ENLTRANSMAN Ch. 22 contains specific procedures for submitting your application. Applications are processed by PERS-913 in Millington, Tenn. Questions related to the submission or tracking of an application should be directed to PN1(AW) Glasper or YNCM(SW/AW) Johnson DSN: 882-4509/4503, Comm (901) 874-4509/4503. Please feel free to contact us with any questions related to manning or advancement opportunities in specific rates, or if you experience any difficulties with your package. Those with critical rates or NECs (as defined later in this article) are specifically encouraged to call us when submitting an application so that we can assist you in tracking your package. Whatever your decision is, we wish you the best of luck in your Naval career!

Selective Reenlistment Bonus (SRB). ALNAV 271-99 announced SRB eligibility for select TAR ratings and NECs. This is the first time SRB has been available for TARs. Targeted ratings are AC, ET, RM and NECs 8226 (airborne mine countermeasures) and 8252 (C-130 flight engineer). Award levels are announced in the ALNAV message. In addition, those qualified to train to the 8226 or 8252 NECs may be eligible for SRB under the OBLISERV to train option (in these cases SRB is guaranteed, but not paid until training is successfully completed).

Critical Ratings and NECs - Aviation. The AC rating is the only TAR aviation rating considered critical at this time. There is also a shortage in the following rates/paygrades: AE3, AME3, AMH3 and AMS3. All aircrewmembers (E4/E5), in maintenance ratings, are strongly encouraged to apply for TAR conversion. Aircrewmembers holding the following NECs are especially needed: 8215, 8226, 8250, 8251, 8252 and 8289. More information with regard to rates, NECs and paygrades is available by contacting the Aviation ECM.

Critical Ratings - Surface. These surface ratings are strongly encouraged to apply for the TAR program:

BM3, DK2/3, ET1-3, HT2 and SK2/3. Other ratings/paygrades will be considered on a case-by-case basis.

New TAR Aviation ECM. Representing our TAR Sailors for the last two years has been a true pleasure. We have recently completed the second year of the TAR Enlistment Bonus Program and the first year of the TAR SRB Program. We have been able to expand our TAR SDAP to some very deserving billets and make some modest increases where they were needed. We also were able to offer the Navy College Fund, for the first time, to TARs enlisting from July to Sept. 2000, and hope to be able offer it again soon. These programs have given us new tools to attract and retain outstanding Sailors for our community.

We have to balance the needs of the Navy with the needs and desires of the individual, but we try to be as flexible as we can and we do "try to say yes." This is the philosophy I will pass on to my relief, CDR Dave Ruppel. As *LINK* goes to press, he is on his way to the TAR Aviation ECM position after completing an OIC tour at HS-75 in Jacksonville, Fla. Please feel free to contact him with your questions and concerns. I will be detaching in September en route to my next tour at HM-15 in Corpus Christi, Texas. Again, it's been great serving all of our exceptional Sailors.

*CDR Richey
TAR Aviation ECM
N132D11*

New TAR Surface ECM. It is a great pleasure to serve as the new TAR Surface ECM. My previous assignment was as a student at the Air War College (AWC) located in Montgomery, Ala. I relieved CDR Richey, TAR Aviation ECM, who covered the Surface ECM desk from January through June. With the implementation of several new programs, the TAR program has new tools to shape our force and provide incentives for critically needed career paths. I look forward to your questions via E-mail and phone calls. I expect to be working the issues that will contribute to the shaping of our force thus meeting current and future requirements.

*CDR Vicente
TAR Surface ECM
N132D12*

ECMs and Technical Advisors

Take the Navy Counselor Challenge!

If you are a sharp, motivated first class, or a second class petty officer eligible for advancement to first class, "We want you!" The Navy Counselor is the major backbone of the Navy's war on retention. As a Navy Counselor, you will have the challenge of assisting Sailors in making sound career decisions and assisting the chain of command with establishing a "Stay Navy" attitude

within your command and the Navy alike. As an NC, many of your assignments will be solo/independent duty where you will be counted upon to be the retention/career programs' expert.

The NC (fleet) rating currently has SRB and above average advancement opportunities. For more information, refer to MILPERSMAN 1440-020 or

contact your command career counselor. For more information, contact me or NCCM(SW) Ted Gammon, Navy Retention Center, at DSN 882-2223, Comm (901) 874-2223.

*NC1(SW) Larry Sables
NC Technical Advisor
N132D14B*

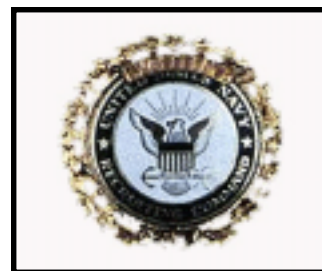
E5-E7 Wanted as Career Recruiters

Are you a current or former recruiter (NEC 9585) approaching your PRD? Would you be interested in a challenging career move with unlimited rewards? If so, the Career Recruiting Force (CRF) may be your answer.

We are currently looking for qualified E5s eligible for E6, and E6/E7s with prior recruiting experience with the leadership and recruit-

ing knowledge to staff the Navy for the future. There are plenty of openings for exceptional Sailors from the fleet and those currently serving as recruiters.

Career Recruiters currently have SRB, award level 0.5 in both Zone B and Zone C. CRF boards are held in January, May and September. For more information on this challenging and rewarding program,



contact your command career counselor, the CRF Program Manager, NCCM David Holder, at DSN 882-9136, Comm (901) 874-9136, or E-mail HolderD@cnrc.navy.mil; or the Technical Advisor, NCCS J. Ball, at DSN 225-8676, Comm (703) 695-8676 or E-mail N132d14A@bupers.navy.mil.

Make a change! Stay Navy!

*NCCS J. Ball
NC(R) Technical Advisor
N132D14A*



On the Web, Better Than Ever!

Did you know that you can submit duty preferences online and view jobs available in JASS via the Internet? You can also check status of your orders, selection boards, special requests, SWAP, advancements and much more.

Visit BUPERS Access today via the NPC Web Site, at <http://www.bupers.navy.mil> and select the "BUPERS Access" button from the menu.



IS Rating Open To Qualified Strikers

In December 1999 the IS ECM opened the IS rating to non-designated strikers (NAVADMIN 346/99 refers). This initiative was a first in the 25-year history of the IS rating.

What does the term “non-designated striker” mean to you? If you desire to pursue the IS rating you no longer require Naval Personnel Command approval to take the IS3 advancement exam. However, to ensure compatibility with the IS rating, commands must ensure that Sailors desiring to strike for IS meet the general requirements as if the Sailor were requesting IS “A”

School. The requirements are stated in ENLTRANSMAN Ch. 7. Minimum requirements Sailors must meet to become an IS are:

- High School Graduate/GED.
- ASVAB score of 103 (VE + AR = 103). This cannot be waived.
- Vision correctable to 20/20.
- Be a U.S. citizen (immediate family must also be U.S. citizens).
- The most critical requirement: Complete SSBI paperwork (SF 86 and additional forms if required), and be nominated for access to TS/SCI by an accredited Special Security Officer. Sailors

who cannot be granted access to TS/SCI information, can't be an IS.

If you meet all the above requirements and have been recommended by the command professional development board, you may strike for IS.

As a striker you have to complete the advancement requirements for IS3. Remember, since you have not been to IS “A” School, you need to complete the IS 3&2 (Vol. 1) Rate Training Manual, Military Requirements for PO3 and be recommended for advancement.

Now, if you have satisfied the above requirements, pass the IS3 advancement exam and are advanced to IS3 or designated an ISSN, you will not receive orders to IS “A” School. If you are currently serving on board a command that is not billeted for ISs, you or your command career counselor need to contact the IS Detailer to negotiate orders. If you do not contact the IS Detailer, you will receive orders without the benefit of the JASS application process.

Your command career counselor has all the required references and can answer all your questions regarding the striker process.

So if you are looking for a challenging and diversified career in United States Navy, I encourage you to contact your CCC, or if you are attached to command with IS's assigned, contact the IS LPO or LCPO to answer any questions you may have.

Seabees Update

Hello Seabees, I'm LCDR Henry C. Lee, and I've relieved CDR Gibbs as the Seabee Community Manager. I reported from the Naval Medical Center, San Diego, and I look forward to working with all of you.

My first impression of the community's strength is great overall. Below are a couple of items we're working to improve strength and opportunities for Seabees.

Selective Re-enlistment

Bonus (SRB). SRB is in review for FY01. The immediate plan is to keep Seabees on the SRB list and look for areas to improve. SRB and high-year tenure (HYT): Keep in mind the minimum re-enlistment for SRB is three years and HYT policy applies to sea duty.

Navy College Program

(NCP). The NCP is focusing their efforts to improve SOCNV and distance learning. We're working

hard with NCP to offer degree programs in construction technology and construction management. Check out their site at: <http://www.navycollege.navy.mil>.

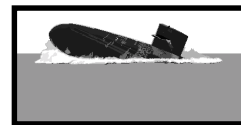
Seabee advancements from the March exam were higher or about the same as last cycle. Keep in mind that advancement opportunities are based on funding and vacancies. While advancement is competitive at every level, please remember that outstanding performance is the way to be advanced. Congratulations to those selected. Those who weren't selected, don't get discouraged; keep charging and you'll be rewarded. Have a Great Seabee day.



*LCDR H. C. Lee, CEC, USN
Seabee Community Manager
N132D16*

*ISCS(SW) Thomas Boynan
Asst. IS Technical Advisor
N132D17C*

Nuclear Program Update



Greetings from Washington, D.C. I am CDR Dave Ratte, your Nuclear Enlisted Program and Community Manager. I would like to use this quarter's *LINK* article for wrapping up a few loose ends on some recent important issues.

This summer, we revised the sea Navy Manning Plan (NMP) to reflect the changing inventory of the nuclear enlisted community. As senior personnel we retained during the drawdown years enter their retirement-eligible window, their numbers will slowly lower, which will cause improved advancement opportunity. Conversely, as we see the results of our improved recruiting, junior personnel will go to sea in increasing numbers. In the middle are the ever-important E6 Sailors who have experienced lower accessions and retention in the past. But, these trends will rebound as we improve retention and advance to the E6 inventory gaps.

In the aggregate, we have been able to improve submarine NMP to 42 per crew on SSBNs, 45 on SSNs and 56 for SSNs in extended shipyard availabilities. For CVNs we have improved NMP to 317, 612 for ENTERPRISE and 386 for CVNs in refueling overhauls. While you are primarily seeing junior Sailors making up the bulk of the manning improvement, it bodes well for the future as we continue to implement Navy-wide (and nuclear-specific) leadership and management improvements that will reduce attrition and improve retention.

A reminder on obtaining or refocusing a particular career objective—ASK! There is a wealth of talent at BUPERS in both the personnel plans and policy side (my community management shop) and the distribution side (the detailers) that you can tap into. We have had several cases where someone was eligible for consideration for a particular program or personnel action, but did not communicate their desires to anyone in the BUPERS organization. Some recent examples are: rotating to sea duty early (to fill some of the gaps mentioned above), high year tenure waivers to remain at sea or fill an undermanned critical billet on shore or being released to an officer program. Again, please call or ask your CCC/LPO/DH/XO/CO to do the same. We work hard to say, "Yes!"

The number of former Sailors requesting to come back on active duty (formally called Navy veterans, or NAVETs) is on the rise. While improved pay and

bonuses are leading causes, every one of them cite the challenge, camaraderie and overall benefits of being in "Our Navy" as reasons why they regret leaving. I quote one NAVET, "The challenge of the Nuclear Navy and the personnel of that professional ability is missed. The other benefits that the Navy offers for me and my family outweigh any that I have found in the civilian community." He is now back on active duty completing what he started in the Navy.

Lastly, our critical fills remain NR-1, new construction and tender duty (at sea) and nuclear instructor, prototype in particular, and recruiting duty (ashore). These are all carefully screened billets which require our best people. You can find more information about prototype duty in the back of this (and the last) *LINK* under "Put In For My Outfit." Call your detailer *today!*

CDR David S. Ratte
Nuclear Enlisted Program Manager
N133D

Limited Duty

I'm ETCM(SS) Curt Haggard, the Nuclear ECM's Quality Control Advisor. The topic I would like to discuss in this issue is how you return to your ship following a period of limited duty (LIMDU).

If you're injured, you need to be removed from the rigors of the shipboard environment. You are placed in a LIMDU status and I change your NEC to 3359 (submarine) or 3389 (surface). This period is for recovery and rehabilitation, away from nuclear work. When you are found fit, several important steps must occur before you can return to watchstanding or maintenance duties (and before your active NEC can be restored – SDAP \$\$).

1. The Medical Officer must find you "fit for full duty" (FFFD) and "physically qualified (PQ) for the nuclear field." For submariners, this will be an undersea medical officer (UMO) and you must also be found "PQ" for submarine duty.

2. You or your LIMDU coordinator must send a copy of your medical record to me. I need all pages from the beginning of the "event" that started the LIMDU period through to the present. Fax them to me. If you are

Continued on next page

From the Sub Pay Monitor

My job as the SUBPAY monitor is to fix problems that members have with their SUBPAY and in every issue of *LINK* I discuss SUBPAY issues and requirements.

Submarine Career Screening Gates and TOSS.

Don't transfer from a submarine on the 15th of the month! This could cost you lots of future SUBPAY dollars. SECNAVINST 7220.80E, the SUBPAY instruction, explains the rules on submarine career screening gates and Total Operational Submarine Service (TOSS). To maintain eligibility for Continuous Submarine Duty Incentive Pay (CONSUBPAY) after you have been in the submarine service for at least 12 years, you must meet your 12-year gate. (This is in addition to needing 14 months of obligated service to go back to a submarine when not currently stationed on a submarine). To meet your 12-year gate requirement, you must have attained 72 months of TOSS before your 12-year gate date. TOSS time is credited for every month you are assigned to a submarine for duty, for ride time when assigned to a submarine command staff and for successful completion of Navy schools leading directly to a submarine assignment. Partial months are credited using the "15-day rule," which states: Reporting to a submarine prior to or on the 15th day of any month, or detaching from a submarine after the 15th of any month, entitles an individual to credit for the entire month.

Thus, if you have a transfer off the boat scheduled for the middle of the month, delay it at least until the 16th and earn an extra month of TOSS. How important can one month of TOSS be? I have searched the career histories of many a submarine Sailor looking for and not finding that elusive "one more month of TOSS" that could have satisfied a gate and allowed entitlement to CONSUBPAY. Lost CONSUBPAY during a three year shore tour for an E6 over 12 yields almost \$10,000.

At your 18-year point as a submariner, the gate requirements get a bit more complex. At your Submarine Service Entry Date (SSED) plus 18 years, you must have at least 96 months of TOSS to continue eligibility for CONSUBPAY. If you didn't have 72 months at your 12-year gate, but now have at least 96 months at 18 years, you regain eligibility to CONSUBPAY at this point. If you do not have at least 96 months at 18 years, you have permanently lost CONSUBPAY entitlement. Additionally, having between 96 and 119 months of TOSS at SSED + 18 years will allow you to draw CONSUBPAY until your Pay Entry Base Date (PEBD) + 22 year point, provided all other eligibility criteria are met. If you have 120 months of TOSS or more at this point, you can receive CONSUBPAY until your PEBD + 26 year point.

Continued on next page

Limited Duty, continued from page 25

"PQ nuclear field," the screening can begin right away. If you are found "not physically qualified" (NPQ) with a waiver recommended, your paperwork goes to the Bureau of Medicine and Surgery (BUMED) and I will wait their finding for final determination if your NEC can be restored.

3. Once the decision is made that you are "PQ" (or "NPQ with a waiver"), your package will be screened to let you return to the Nuclear Propulsion Program.

For you submarine types, your qualifications for submarine duty are handled by Millington. When you send your PQ SUBS and/or PQ NF documents to your TYCOM, send an advance copy to Mr. Judd Stafford (PERS-403F) and me to speed up your return to duty.

You can get daily status reports on your requests for NEC removals or restorations. If you are the admin LPO for a CVN or submarine squadron/group, just send an E-mail to me to be placed on my distribution list. Each weekday, I will email a status report to you so that you can track receipt, processing and final disposition of your request.

I'm on the Web - any search engine will lead you to my homepage. Find "n133d2" or "Curt Haggard." My homepage has important information: *LINK* articles, current phone numbers, other Web Sites (including instructions you'll need) and my E-mail address. I look forward to hearing from you.

*ETCM(SS) Curt Haggard
Nuclear Quality Control Advisor
N133D2*

Seabees - Plan for Fleet Reserve

You have heard this before and we need to hear it again - It is never too early to plan for Fleet Reserve, even if you are on your first term. However, it can be too late to plan when the promotion list comes out and you see your name on it and say, "I didn't think I would make it." The question is, "Do I put in a Fleet Reserve request or do I take the advancement and stay about three more years?" Well, since I've been on board here, there have been four people that have turned down the next paygrade and opted to retire. Those are advancements that we cannot get back. Those are four senior or master chiefs that we could not detail. Those are four E8 or E9 billets somewhere that we could not fill. So if you are planning to retire -

plan ahead. Declining a promotion in order to retire hurts your fellow chiefs, the NCF and the Navy.

General Information. There is only one office, PERS-823 (Enlisted Retirement Branch), that staffs all retirement requests for the Navy. Be sure you send in your request at least six months in advance (we'd prefer you send it in at the maximum of 18 months in advance). Having a longer lead-time on your intention to retire allows better planning for detailers and helps ensure your retirement can be turned into a promotion quota for others. Specifics can be found in MILPERSMAN 1830-040, or by consulting with your detailer.

Some Common Problems. The following are some reasons why

we may recommend disapproval of a Fleet Reserve Retirement request:

1. Significant EAOS time remaining. During the drawdown years, one strategy used was to allow those already retirement eligible to retire prior to reaching their EAOS. Now that the draw-down is over, we need members to stay until their EAOS. If you are not sure when you want to retire, then reenlist only for each tour.

2. Member has not met the minimum activity tour (MAT), or DOD area tour requirements. While these requirements could be waived, they require some good justification.

3. Request is prior to PRD and command has requested a contact relief. If the detailer cannot line up a contact relief, we will disapprove the request (unless proposed retirement date is at EAOS).

4. Member has not completed minimum time in grade, which is two years being paid in the paygrade in order to retire at that paygrade.

5. Member is retirement eligible and is requesting a shore overtour. Extending on shore denies someone at sea the opportunity to roll to shore on time. However, we'll entertain requests to extend at sea.

6. End strength considerations. If your EAOS goes beyond Sept. 30, we'll probably ask you to propose a retirement date in October or later.

You should consult with your detailer prior to working out your retirement plans. We can help you avoid the pitfalls if you help us by giving ample notice of your intent.

Sub Pay Monitor, continued

Remember, if for any reason you have lost CONSUBPAY eligibility, and you are assigned to a submarine crew, or have qualifying ride time, you are still entitled to Operational Submarine Duty Incentive Pay (OPSUBPAY). Speaking of ride time, always have your ride time documented on enclosure (9) of the SUBPAY instruction, and have your ride coordinator submit this and enclosure (10) or (11) as appropriate to me to update your TOSS. If you are drawing CONSUBPAY, you might think you don't have to worry about this to get paid, which is true, but submitting these documents to me is the only way your TOSS will get updated to include your ride time.

One final word. If you are selected for an enlisted to officer program (ECP, ROTC, BOOST, Seaman to Admiral, etc.) your SUBPAY should stop when you detach your last command en route to the officer program (this doesn't apply to LDO/CWO which have their own specific rules). If it doesn't, let me know by either calling me directly, or via your PSD. If not, I'll discover it eventually and recoup all SUBPAY wrongly paid.

Any problems or questions that you have with SUBPAY that can't be resolved locally, I am ready to assist you with. Give me a call or drop me an E-mail and we'll resolve it.

*EMC(SS) Joseph A. Mangin
Submarine Pay Program Monitor
N133D3*

*CUCM(SCW) Wade Hawk
Seabee E8/E9 Detailer
PERS-401C*

Detailing and Retention - Team Efforts

Let me start off by congratulating all the new CPOs! You have completed a tremendous milestone in your careers. Well done! Now let me ask for your help. In fact, I need the help of all those that lead troops - particularly those of you who are first and second-line leaders. You have the greatest influence on retention and motivating members for a career in the Navy. Retention is becoming increasingly critical as we find ourselves competing with one of the strongest economies in decades. I need your help to ensure we give each and every Seabee, SEAL, EOD tech, Diver and Special Warfare Combat Crewman the best career advice/consultation possible.

Detailers can only interact with each member to a limited extent and, therefore, we may not always get a true indication of an individual's desires/needs. Additionally, we may not be able to devote the time necessary to routinely encourage someone who is "sitting on the fence," to stay Navy. I need you to personally take an interest in the careers of your troops and talk to them regularly about career options. When it comes time for them to call their detailer, I invite you to get on a speakerphone or be in the same room as the call is being made. This way you can participate in the discussion, and understand the detailer's advice, priorities and options. You need to be the member's advocate, but also a supporter of the detailer. For example, if you think an individual is not getting a fair shake from the detailer, don't bad-mouth the detailer in front of your troop. Talk

to the detailer about the situation. You'll find that in nearly every case of perceived unfair treatment, it's a matter of not fully understanding the situation. You can help by better explaining the member's situation to us or better explaining the detailer's situation to the member.

Do you know when your troops should be calling the detailers and have they? I hear about too many Sailors contacting the detailers for the first time, seven months from their PRD, when we need to get them under orders at six months out. This only gives us a couple JASS cycles of options to find the billet the member desires. Worse yet, we have some that do not call or apply on JASS at all, and we reluctantly write them to our highest priority billet. This is a clear indicator to me that this troop doesn't have a chain of command that cares about his/her career. I need you to personally ensure each member talks to the detailer early (nine months from PRD at a minimum). Don't rely on your command career counselor to monitor this. You need to take care of your troop.

Those that have an upcoming EAOS and are considering separation should especially be encouraged to talk to their detailer prior to deciding to separate. Convincing someone to stay Navy is more valuable than finding two new recruits. However, be careful with the question, "What will it take for you to stay?" While detailers are more than willing to bend over backwards to find the billet that will make an individual reenlist, there are still distribution rules and regs

that need to be followed. This group will not get any special considerations that are not available to all personnel. So, don't advise a person considering separation to "hold out" until a month before they separate, but rather have them start talking with the detailer about available options nine months from their EAOS.

In closing, I need your help to create a strong detailing team that includes the member, the detailer and you as part of the chain of command. Together we can have a positive influence on retention to ensure the health of our Seabee, special warfare and special operations communities.

*LCDR John Heckmann, CEC, USN
Branch Head
PERS-401*

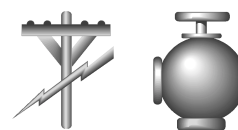


Change of Address?



Keep your mail carrier happy! E-mail your new address to **LINK** at link@persnet.navy.mil.

CE/UT - It's Your Career...



Are you in a challenging and rewarding job, the 'sustained superior performer' that we all hear about? Let's take a "snapshot" of your growth in the Navy.

We have all experienced the feeling of being the new recruit. We all remember how it felt (or feels for our newest Bees), to be in a new place doing things we never expected. Doing a little homework prior to calling your detailer will help you build your career. Take a few minutes to talk to your chain of command. Your LPO, LCPO and CCC have a wealth of information that you can use to make the best decision for your next set of orders. Ask your friends and coworkers about duty stations you are interested in. Have an idea of where you would like to go when you are in the nine-month window for orders. A career progression "ladder" is posted in your rating bibliography, giving you an idea of where you are and what you might consider prior to negotiating for a set orders.

Once you get in touch with us, be realistic about what you want and what we have to offer. Our goal is to get you the orders you desire. It may not always work that way, but we do try! For those who need the SCW pin, you can expect to be offered a tour with one of the NMCB's or ACB's. Don't shy away from the "hard" jobs! They are ones that have the greatest potential for your growth in the Navy.

We receive dozens of calls from Seabees asking about the next "best move." What do I need to do? Where do I need to go? Why do I have to go back to a battalion? Take charge of your time in the Navy and make the very best of every command. After all...it is your career!

*CEC(SCW) Billy Townsend
CE/UT E6 and Below Detailer
PERS-401CD*

EO/CM/UCT - BNCR and Special Boards

Good day, from the EO/CM/UCT E6 and below detailers. To those whom I haven't spoken with lately, I was recently promoted to EOC. It was no easy road, and I'd like to explain the process that I encountered.

In 1994, I first became eligible for EOC. I went into the CPO selection board process thinking I was completely prepared, but in hindsight I could have done more. I didn't send for my microfiche until my second year of eligibility. When I finally reviewed it, I'd noticed a document that needed to be removed. After talking with my chain of command, I was directed to the Navy Legal Service Office (NLSO). NLSO instructed me to petition the Board of Corrections of Naval Records (BCNR) to have the document removed. I did.

In 1995, I received a response from the BCNR stating that the document would be removed. It, however, was not removed and I petitioned the BCNR two more times without success. In 1999, I was selected as EO/CM E6 and below detailer, and ordered to the Navy Personnel Command. Upon arrival, I went to PERS-313 to inquire about having the document removed. On that day, the document was removed. PERS-313 informed me that I had an excellent chance at a Special Promotion

Board and instructed me to request it through PERS-852. I did, and was selected this year by that board.

Lessons learned:

1. As an E5, request your microfiche, review it and ensure everything that's supposed to be there is. Ensure whatever shouldn't be there is removed via the BCNR.
2. Save copies of any official correspondence, either incoming or outgoing. You never know when it may be useful in the future.
3. If you feel that your advancement has been hindered by no fault of your own, there are processes in place to correct any injustice done to an individual.
4. If you ever have a question about anything, ask your chain of command. There is a vast amount of knowledge and experiences that can either answer your question or at least set you in the right direction.

In closing, I would like to congratulate all the Seabees who were recently promoted. And those of you who are eligible next time, be prepared; it's the key.

*EOC(SCW)Rice
EO/CM E6 and Below Detailer
PERS-401CF1*

BU/SW/EA - Plan for the Long Haul

I've only been here a short time, but I've talked to a number of people who do not think about planning their career. Whether you plan on separating at the end of your enlistment or staying Navy for the long haul, you need to plan your career as though you're going to stay 20 years or more, regardless. Plans can and do change.

You may plan on separating at your EAOS, and when the time finally arrives you may have a change of heart. If you didn't bother to plan you may find yourself leaving the battalion without your pin, and looking to go back after shore duty to get warfare qualified so you will be able to advance. This could also mean planning to extend in the battalion a few extra months so that you may retire on shore duty vice retiring on deployment. When you call for orders, we as detailers do try and help you plan your career by advising you which billet would help you professionally.

Another issue that needs to be planned in your career is your family. Whether you're looking to start a family or trying to match your PRD with school graduations, you'll find that planning this aspect of your life along with your career makes life much smoother. This is especially critical for those that have exceptional family members with special medical needs. By working with your detailer and keeping your Exceptional Family Member (EFM) status up-to-date, we can ensure the proper medical support is available for your family at your next duty station. Having an exceptional family member does not make you

exempt from sea duty, but it may make you ineligible for certain locations where medical support is not available for your family. If you have an exceptional family member, ensure you are enrolled in the program and talk to your detailer early to plan your next assignment. We want you to get those career-enhancing billets and ensure your family gets the care they need.

Military spouse collocation is another issue that comes up often and commonly isn't well planned. Dual military spouses need to talk to their detailers early and jointly when possible. Before we can proceed with a spouse collocation, we need to have the 1306 request from both members to ensure both spouses actually desire collocation. Once

both are received, the respective detailers discuss options and try to arrive at a location that will accommodate each member's career and sea/shore rotation needs. Many times we get requests to collocate after one member is already under orders. This severely limits the options for collocation and could result in billets that many hours apart rather than being in the same fleet concentration area. We want to keep families together, so help us by consulting with your detailer early.

Good luck in your future endeavors, and remember to plan your career.

*SW1(SCW) Wagner
BU/SW/EA E6 and Below Detailer
PERS-401CE*

CPO Detailer Wants Calls

As I sit here adjusting to Millington, Tenn., and my new assignment, I would like to offer my sincere congratulations to all the newly selected chief petty officers. Welcome to the mess! Now for your first lesson in khaki detailing: To further enhance your career - contact me routinely by phone or E-mail.

As I mentioned in the last issue of *LINK*, I am the new guy here. I would like to encourage all the CPOs to contact me whether you are in your window for orders or not. I would like to talk to each and every one of you. This will allow me to get to know your career intentions and desires, and allow me to better match those desires with a good

challenging billet.

As chief petty officers, you should contact me as early as 12 months out to discuss your next assignment. Hope to be hearing from you soon.



*SWCS(SCW) David L. Young
Seabee E7 Detailer
PERS-401CCI*

New SEAL Detailers Come Aboard

We say farewell this issue to ITCM(SEAL) Jim Madison as he carries out orders to his next duty station. Anyone wanna guess? That's right...SEAL Team TWO. QMCS(SEAL) Bob Edwards has also departed. His replacement is MRC(SEAL) Vic Chavez, coming to us from SEAL Team THREE.

I'm here to carry on the mission in Navy Personnel Command for the NSW Community. I will do that by ensuring that we get the most up-to-date career information out to all of you in the trenches, on the deck plates and in the staffs. Information technology will be the key element in getting crucial, career related data to you. I



will continue to put out the monthly Detailer Newsletter, *Perimeter*, to all NSW commands. The newsletter will contain detailed career information in conjunction with what comes out in *LINK*. Each of you should have short range and long range plans in your career. Utilize the information in the monthly newsletter as you would good intel to help you determine the best course of action for your career goals.

GMCM(SEAL) Rick Culley
SEAL Detailer
PERS-401DE

Change of address? Have a question?

***LINK* E-mail address:**

link@persnet.navy.mil

Motivated Sailor Seeking Excitement? SWCC Program May Be For You

As chief petty officers and senior petty officers, we all have personnel to look after and counsel. Help and resources are available to you when counseling members about careers.

The command career counselor (CCC) has a wealth of knowledge and can provide you with information concerning a Sailor's PRD and EAOS, as well as programs to benefit your subordinates. The CCC link depends highly on two-way communication and action. With this

link functioning properly, our Sailors benefit. The best time to know what your Sailor's career intentions are is at least a year before their PRD or EAOS. This information, when passed on to the CCC, will make for a smooth transition when members execute a PCS move, reenlistment or even separation. We owe it to our troops to give them the most up-to-date information concerning their career, so they may be able to make an informed decision to stay Navy.

The SWCC program is always looking for motivated Sailors. If you're interested, talk with your CCC and look up MILPERSMAN 1220-340 for application requirements. Also, check out our Web Site at <http://www.persnet.navy.mil/pers401/>.

ENCS(SW/CC) Jim Ferens
SWCC Detailer
PERS-401DI

Problems With EOD Candidate Packages

I have received several calls from prospective EOD candidates concerning the receipt and acceptance of their packages for orders to EOD training. I have compiled a quick checklist below to help ensure a smoother process.

Complete all medical, physical and security background prerequisites. All EOD candidates must be interviewed by a senior enlisted EOD technician or EOD officer. Make sure all signature blocks are signed. (Approximately one out of every four packages has simple administrative errors that could be avoided by observing attention to detail). If your command is willing to gap your billet, make sure that is clearly stated on the 1306. Your source rating detailer has to try to reconcile your desires with your present command's needs and community concerns. If you owe time for a school, NEC or PCS move you will have to complete your obligation to your present rating/detailer before being released to attend EOD training. If you have received a SRB, you might have to pay some of it back if you are released early to the EOD program.

Your best chance to enter the program from the fleet is to give 110 percent to your present command, while making your goals known through your chain of command. I know that is why I am in this elite community presently. Hard work pays off for any Sailor.

Each EOD command has recruiters and CCCs available to assist you with your candidate package. I have included a list of command DSN phone numbers and locations to better assist you with your EOD goals. Keep in mind some of these numbers could change, and of course, human error could result in the listing of an incorrect number.

As of July 2000, EOD Group ONE (San Diego) and EOD Group TWO (Norfolk) have an in-service recruiter available to assist you in your EOD goals. Call Petty Officer Cope at EODGRU ONE (DSN 577-0732) or Petty Officer Larsen at EODGRU TWO (DSN 253-8452), and they can direct you to the nearest EOD command to expedite your screening package.

After your package has been mailed out, you should contact DC1(DV) Nelson for any follow-on information concerning your package. Petty Officer Nelson writes your orders to EOD School (if you have successfully met all the requirements and have been

EOD Commands

<u>Location</u>	<u>Command</u>	<u>Comm. Phone #</u>	<u>DSN</u>
San Diego	EODMU-3	(619) 437-2986	577
San Diego	EODMU-7	(619) 556-5401	526
San Diego	EODTEU-1	(619) 524-6668x103	524
San Diego	VSWMCM	(619) 437-5098	577
Whidbey Is, Wash.	EODMU-11	(360) 257-3514	820
Whidbey Is, Wash.	EODMU-17	(360) 257-4262	820
Guam	EODMU-5	(671) 339-8156	339
Eglin, Fla.	NAVSCOLEOD	(850) 882-9088	872
Charleston, S.C.	EODMU-6	(843) 743-0525	563
Fort Story, Va.	EODTEU-2	(757) 422-7186	438
Norfolk, Va.	EODMU-2	(757) 462-8470 x575	253
Dam Neck, Va.	DEVGRU	(757) 492-7960 x2129	492
Indian Head, Md.	NAVEODTECHDIV	(301) 744-6896	354
Indian Head, Md.	NAVEODFLTAU	(301) 744-6828	354
Sigonella, Sicily	EODMU-8411	011-39-095-86-6411	624

released from your present detailer), not me. He is the schools coordinator for EOD, SEAL, Diver and SWCC pipeline courses of instruction. All EOD candidates negotiate orders (with me) when they have reached the midway point at NAVSCOLEOD in Eglin, Fla. (Yes, the location was picked for its co-location to the Gulf Coast beaches).

Congratulations to all new EOD CPOs. Your next career challenge is just a phone call away.



*GMCM(EOD) Robert Dawkins
EOD Detailer
PERS-401DF*

New Diver Detailer

First off, for Master Diver Burgess, who recently turned over his computer here at the diving detailer's desk, I would like to say thank you for the outstanding service and leadership to the divers and the diving community during his tour here. Already he is sorely missed (I can't find where he filed anything). If I can do half the job he did, then things will continue to go well in the detailing process.

I relieved Master Diver Burgess in June 2000. I'm looking forward to working with all of you fleet and

Continued on next page

EM - Making GUARD 2000 Work

Hello again from Millington, Tenn., and congratulations to all that have picked up their next or first chevron! As you can see, EM advancements have been steadily improving. Good luck to everyone in there new positions of increased responsibility. You will find the challenge rewarding.

The next important challenge is retaining those Sailors that are in our rating. The Navy has initiated specific programs to make staying Navy a very good deal. One of these programs is GUARD 2000 (G2K). There are some similarities to previous GUARD programs, but very important new changes. For instance, with G2K, some sea time can be waived, up to 18 months in special cases. Another major difference is that you now have access to the entire requisition for choosing. However, this will influence the length of your reenlistment. The lower the priority of the billet you chose, the more time you will have to reenlist for. Contact your detailer for specifics on G2K.

Another reenlistment incentive out on the street is the funded split tour. Unlike the no cost split tour listed in the Enlisted Transfer Manual, this incentive allows detailers to make funded moves worldwide. Authorization for funded split tours is considered on a case-by-case basis. This gives Sailors that have long sea/shore rotations more flexibility in choosing assignments to enhance their career path. Talk to your CCC, or contact your detailer for specifics. Also check out NAVADMIN 143/00 on the BUPERS Web Site for details.

The EM detailing shop would like to wish "Fair Winds and Following Seas" to EMCS(SW) Rio. He has served as the EM E7-E9 Detailer and Rating Lead, as well as assisting in the training of new EM Detailers. We wish him and his family the best of luck as they are en-route to USS CARL VINSON (CVN 70). Shipmates, +/- .2 HZ, +/- 5% voltage, 5 till 12; let's keep the lights on, and be safe out there!

*EMC(SW) Ehret
EM E5-E6 Detailer
PERS-402CD1*

Navy College Program Online



<http://www.navycollege.navy.mil>

New Detailer, continued

"wanna-be" divers, so feel free to call or make it a point to visit whenever you are near Millington.

For those of you who don't know me, I joined the Navy in 1974, became a second class diver in 1975, first class diver in 1976 and a master diver in 1991. Duty stations include five ships, and I also spent about 10 years in the Pacific Northwest at Trident Refit Facility Bangor, Naval Undersea Warfare Engineering

Station and NUWC. To me, the hoo-yah Navy is on junk boats and doing salvage. As I look back on my tours, the most rewarding ones involved hard work, long hours, multiple qualifications, crew camaraderie, diversity of work and and novel thinking which is prevalent on those beautiful ARSs, ATSS and ASRs. For those of you that love adventure and hard work, I will always recommend such duty.

For all of you who are sponsoring Mud Pups, keep up the good

work. New divers are needed, and what better ones to get into the community than those divers we have trained ourselves. Also, I've gotten many calls from second class divers who haven't thought about first class school before applying on JASS or calling me on orders. For those who are qualified, let's get them.

*ENCM(SW/MDV) Briggs
Fleet Diver Detailer
PERS-401DC*

MM - G2K and Funded Split Tours

Hello, Shipmates! The new edition of GUARD gives several options to help you make the decision to stay Navy. It allows for waivers of prescribed sea tours of up to 18 months for first term personnel based on the length of the reenlistment and the priority of the billet being requested. For all other personnel, it is for use up to the 17-year mark vice the 25-year mark as in the GUARD III. It still allows for a guaranteed assignment based on billet availability. For more information on policy guidelines, visit our Web Site at <http://www.bupers.navy.mil>, then contact

your command career counselor and detailer. As always, keep in mind that your detailer is here to help you with the correct career path to excel while meeting the needs of the Sailor and the Navy.

The opportunity now exists for funded split tours for first term personnel. To be eligible, you must have completed at least 24 months on CONUS sea duty and are approaching your EAOS, as extended. If you volunteer for CONUS sea duty, you must reenlist for at least two years and serve at least 24 months or the remainder of your PST, whichever is longer, at your

new command. If volunteering for overseas duty, you must reenlist for at least two years and serve a full DOD tour at the new command. Extensions to initial enlistment contracts cannot be accepted. Remember that these tours are granted on a case-by-case basis, taking into account the command's recommendation and manning. Please, contact your CCC or us for more information. Be safe out there!

*MMCS(SW)Manasco
MM E5 Detailer
PERS-402CF3*

MR - Sea-Shore Rotation Changes

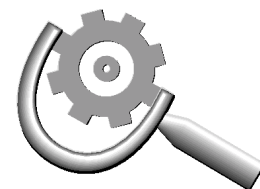
Hello, Shipmates! NAVADMIN 026/00 made changes to our sea/shore rotations. The changes are as follows:

	<u>Old</u>	<u>New</u>
MRCM	42/36	39/36
MRCS	36/48	36/51
MRC	39/48	36/51
MR1	36/48	42/48
MR2	36/48	42/48
MR3	48/36	48/24
MRFN	60/24	60/24

Extensions or reductions of tours are prorated based on the amount of time remaining until your PRD. All changes should reflect on your command's EDVR by now. For details on PRD establishment or how changes to PST affect PRD, refer to ENLTRANSMAN Ch. 3, or contact your command career counselor.

Everyone needs to know and understand the difference between PRD and EAOS. You cannot negotiate orders off of your EAOS except for certain circumstances. Your PRD is the date that you are scheduled to rotate from your present duty station and is the basis for the nine-month negotiation window. Talk to your career counselor or call us for advice in this matter.

Finally, let me take some time to talk about advancement. Duty tours that selection boards look on very favorably are RDC, recruiting, instructor and overseas duty. Off-duty education and civic involvement are always important, and it is time to stop putting off getting that warfare pin. As always, sustained superior performance is a must. A good guideline is to be working on the requirements for the paygrade two above you. This means that MR2s should be completing requirements for MRC. Maintain that mindset, and soon you will be the EP candidate. This year we selected more chiefs than in the last five years combined. MR advancements should continue to improve in the next few cycles, so don't give up. Keep studying hard to improve your chances. By the way, congratulations to all of the new MRCs. Be safe out there!



*MRC(SW/AW) Kuhn
MR E6-E9 and 3M Coordinator Detailer
PERS-402DE1*

IC – Advancements and Follow-On Tours



Hello, shipmates! Greetings from the IC detailers. Congratulations to

all the new IC1s, IC2s and IC3s that advanced off the last exam. Advancement opportunities will continue to be good in the IC community for those that study hard and take the challenging assignments. Promotions to ICC are at their highest level in six years.

Many challenging and career-enhancing assignments are available to help you better both your career

and your chances for advancement. Instructor Duty in Great Lakes for “A” and “C” school, recruiting duty and overseas assignments for shore or sea are among these rewarding jobs. For those IC-men who would like to learn advanced troubleshooting techniques and repair various combat systems and engineering equipment, consider taking a challenging job at a Fleet Technical Support Center. Give us a call to apply for one of these high profile billets.

Remember that there is a

difference between your PRD and EAOS. Follow-on orders are not negotiated from your EAOS except for certain circumstances. Your PRD is your rotation date from your present duty station and is the basis for the nine-month negotiation window. Talk to your career counselor, or give us a call for advice on this matter. We are here to assist you. Be safe out there!

*ICC(SW) Buzzard
IC E5/E6 Detailer
PERS-402DC2*

GS – Taking the Tough Assignment

Aloha again from the Gas Turbine Detailers! We are in the CPO advancement season again and, while it will be an exciting time for some of our Shipmates, it is also time to think about setting and attaining goals that will make you more competitive in the next selection process.

Your detailer cannot help you with your EOOW and ESWS qualifications, but he may be able to help you with an upcoming duty choice. Even though we are under the limits of matching distributable assets to requisition priority, there are still several options out there for you. If you are not up for chief, but have a Navy career in mind, it is never too early to start planning. Consider overseas duty and precommissioning units for sea billets and instructor duty for shore billets. While these are the hardest fills for us, they can also be the most beneficial and rewarding career-wise

for you. For those of you that do succeed in making chief and are close to completing your GSM1/GSE1 PST, think about completing another sea tour in a chief's billet. Your choices will probably be better now than waiting to complete three years of shore duty, and you will be better preparing yourself for the eventual senior chief board.

Good luck to everyone in all of your endeavors. Remember us if you have any questions, we are a resource here for you! Mahalo, and be safe out there.

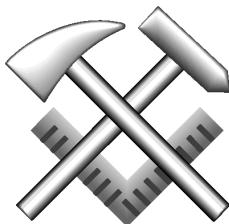
*GSCM(SW) Bacon
GS E7-E9 Detailer / Rating Lead
PERS-402CG*



PROUD TO BE NAVY

HT - Planning for Your Career

Congratulations to all of the newly selected HTCs! This year has been a good year for advancements across the board. For those of you preparing for the January/March exams, the bibliographies can be found at the CNET Web Site: <http://www.cnet.navy.mil>. These listings may seem extensive; however, you should study the specific topics and chapters listed, not the entire publication or manual.



for the rate they are trying to convert to. Remember that pre-planning is the best option.

We have been receiving and granting requests for school quotas for the Advanced Weld School (NEC 4955), with the understanding that all of the prerequisites have been

met and are finding that this is in fact not true. All prospective students must have solid welding skills before they attend this school. Prior to attending the 4955 weld school, a Sailor must be able to perform the minimum requirements for NEC 4954 found in NSTM Ch. 074 Vol. 1, section 074-2.2.9. Because the 4954 school no longer exists, it is recommended that OJT be performed with a qualified welder.

Be safe out there, and take care of each other!

*HTCS(SW) Lord
HT E6 & Above Detailer
PERS-402DF*

As I write this, the FY01 E7 Selection Board is in session. Today I received a request for conversion from HT1 to DC1. The question now exists as to which rating should review this member's record. If you are planning on submitting a conversion package please submit it in a timely manner such that it may be reviewed and acted upon prior to a board convening, or twelve months prior to your PRD. At a minimum, if you are contemplating converting then please let your detailer know before you negotiate for orders. We have had to disapprove conversions based on the fact that a member failed to contact their detailer and had been placed under orders. Sailors in this situation have received their orders and then called the detailer to explain that their package was enroute to the conversion desk, or they were waiting to retake the ASVAB in order to meet the scores required

EN - New Detailer

Hello there Shipmates! My name is EN1(SW) Roth, the new E1-E4 detailer. I transferred to NPC from the USS PHILIPPINE SEA (CG 58), home ported in Mayport, Fla. I have been in the Navy for 14 ½ years, and I'm looking forward to providing you with top quality customer service as your detailer.

Anyone looking for a challenging shore tour that is also career-enhancing should consider recruiting duty as your next assignment. For any of you that want to go recruiting, please contact your detailer about being released to the recruiting detailers for assignment. Let us know what area of the country you would like to recruit in, and we will talk to the recruiting detailer to see if that location is available. Navy Recruiting Command is now looking for E4s to volunteer for this rewarding

Continued on next page

DC - Quality Service

Greetings, Shipmates, for the last time from DCC(SW) Walton here in Millington, Tenn. I would like to take this opportunity to thank all of the people who have made my tenure as a DC Detailer a successful one. I have really enjoyed serving the DC community. It was my intention to leave the DC detailing shop a better place by the end of my tour, and I believe I have. During the past three years I've been committed to providing the best in customer service to the fleet. My motto has been do unto others as you would have them do unto you, and I have instilled this into all the detailers in my care. Because of this commitment, we have reestablished a sense of trust that had been lost over the years.

The current DC detailers are dedicated to building a better Navy by being better people. We'll ensure that all new detailers have the same desire to serve all constituents equally, but we'll need your support. So, when you contact us with detailing issues please be open and honest. This will allow us the opportunity to

Continued on next page

CPO Promotion Outlook is Good

This issue of *LINK* is once again filled with articles written to provide the submarine and nuclear communities with the information you need to make decisions regarding your next assignment. I strongly encourage our leaders to get this information out to the deckplates and increase our readership. My detailers and I want to work with you to ensure you're provided the best possible service in the assignment and career counseling process.

During my visits to submarine and CVN home ports, I regularly discuss current topics of interest in our people programs. One of the big

EN - New Detailer, continued

assignment. Please feel free to call or E-mail me with any concerns.

When applying for in-rate billets on JASS, ensure that you choose billets for your own paygrade. If you are applying for a billet not in your own paygrade, please contact your detailer first. Pay substitutions are looked at on a case-by-case basis (i.e. spouse collocation, special NEC, etc). However, if valid billets are available within your paygrade, they are your top priority. You can submit up to five applications per requisition cycle. The more billets you apply for, the better your chances are of getting selected for one of them. JASS works if you use it right.

To better your Navy career, try to get your ESWS pin as early as possible. Be safe out there!

*EN1(SW) Roth
EN E1-E4 Detailer
PERS-402DG2*

topics that needs continued emphasis is advancement opportunity. There is no question that Sailors who have 8-12 years' of service are particularly interested in getting a straight answer to the question: "What are my chances for making chief petty officer?" This is a fair question and there are many variables involved for every individual rating and community, but there is much good news here as well.

The results of the most recent CPO selection board speaks volumes to support the fact that advancement opportunity to CPO is getting much better. From a numbers standpoint, we were able to select many more chiefs this year than in any of the past five years. The reason for this is that our force structure is no longer shrinking. For the first time since 1992, we are in an environment where overall Navy manning needs are flat and stable. This translates directly into more promotions to replace our senior enlisted leaders who came into the Navy in the late 1970s and early 1980s, who are now reaching Fleet Reserve eligibility. Unlike in the past where we were shrinking our

DC - Quality Service, continued

give you the most accurate information possible, thereby allowing you to have an active part of your destiny. Remember that we work for you. And who are you? You are the Navy – it's past, present and future. If we all do our part, the detailing system can only get better.

DCC(SW) Miller will be taking over the helm as DC E7-E9

billet base as fast as people were retiring, we now can promote on nearly a one-for-one basis.

For those hard-charging first class petty officers seeking to maximize their competitiveness for promotion, there are several common denominators. Sustained superior performance at sea is always a key factor. For nuclear-trained Sailors, having a nuclear instructor tour in your professional resume has proven once again to be an excellent way to break out from your contemporaries. Stepping up to the plate by pursuing advanced qualifications and college education is another important milestone on your way to selection for CPO.

Your detailers in PERS-403 continue to be a great source of information and career advice. Please read the articles that follow and give us a call to get your questions answered. We look forward to hearing from you. Keep charging and stay Navy!

*CAPT Roy Harkins
Head, Enlisted Submarine/
Nuclear Power Assignments
PERS-403*

Detailer and Rating Lead. She is a great person who is willing to go the extra mile. Please treat her with the same respect that you gave me. I wish you all the very best. Thanks again, and be safe out there!

*DCC(SW) Walton
DC E7-E9 Detailer & Rating Lead
PERS-402DI*

Submarine Nuclear CPO Issues

First off, I want to congratulate our newest chief petty officers. By now, each of you should be on your way to challenging positions in the lead of your divisions. Any new CPOs that are currently on shore duty should give strong consideration to terminating shore duty early to fill a LCPO billet at sea. Remember, the number one consideration for advancement is sustained superior performance at sea. Although you may do an outstanding job in your current location, your performance in an at-sea leadership position is what will allow you to continue to advance.

Now that I have been the Nuclear CPO Detailer for a few months, I have made a few observations. First, the most important shore duty assignments for nuclear CPOs is instructor duty at one of the nuclear pipeline training commands in Charleston, S.C., or Ballston Spa, N.Y. We have not only noted this importance at NPC, but also by the E8/E9 selection boards. Although JASS may not show any billets at NPTU, NFAS or NPS, there continues to be openings at each of these sites. Remember that CPOs may transfer to instructor duty at NPTU after only three years of sea duty.

Second, many of you are still asking why certain billets are not available on JASS, or why nothing is available in a particular home port. The appropriate Manning Control Authority determines the requisition priority. In our case, that means SUBLANT or SUBPAC for sea duty billets. I am then able to open at least one billet on JASS for every two rollers. If you do not see a

job on JASS that you know is available, then it is not a high enough priority to be displayed.

The last observation I have is that most of you are waiting too long to contact me, especially if you are on your way to shore duty. Even though the JASS system works within a six to nine-month window, many CPO shore duty jobs require screening at some level. In order for me to give you orders within the

window, we need to complete the screening prior to the nine-month point. I would like to hear from you a year before your PRD in order to give you the best chance to obtain a challenging and rewarding set of orders.

*ETCM(SS) Bill Walker
Submarine Nuclear CPO /
3363/64/65/66 Detailer
PERS-403CD*

Nuclear CPO: Sea to Shore Imbalance

Congratulations to all newly selected chief petty officers! I am looking forward to talking to every one of you. In some cases it will be necessary for you to transfer to another command. If your ship has an excess of CPOs, expect to transfer to a ship that has a gapped CPO billet. I want this transition to be as painless as possible. The key will be communication between us.

As I write this article, there is only one carrier that is 100 percent manned at the khaki level. Generally speaking, shore facilities are manned in excess of 100 percent. The big exception to this is manning at all of the instructor sites.

If you are currently on shore duty in the Norfolk, Va., San Diego, or Pacific Northwest areas, expect me to be giving you a call asking you to terminate shore duty early. I will be looking for volunteers to

return to sea, three to six months prior to PRD. What's in it for you? If you agree to leave shore duty early, I will make every effort to put

you on the carrier of your choice, or at least in the home port of your choice.

For the majority of you who are already at sea, I am very willing to talk to you about extending your PRD onboard.

I still have a critical need for instructors at both prototypes and at Naval Nuclear Power Training Command (NNPTC). Manning for surface instructors averages about 60 – 70 percent. Remember, in some cases, sea duty time can be waived when transferring to instructor duty.

If you have any questions about your future assignments or anything else, please give me a call.

*EMC(SW/AW) Greg Huether
Surface Nuclear CPO Detailer
PERS-403CJ*



ET - Instructor Duty for Top Sailors

First off, congratulations to those who have been recently advanced, and welcome aboard to my relief, ET1(SS) Rex Bixby, reporting from USS SANTE FE (SSN 763). With this being the last article I will write as your detailer, I would like to address topics of discussion that have been continual or cyclic in nature during my time at this desk.

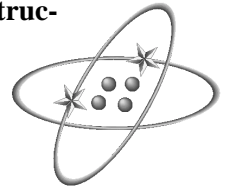
Instructors at the pipeline training sites, NFAS, NNPTC and NPTU continue to be needed. These are clearly the most important shore duty assignments available to us as nuclear-trained ETs. These commands currently account for 307 shore duty billets for nuclear-trained ETs distributed between the submarine and surface communities. If each submarine crew were to provide just one person every two years to fill one of these billets, we would be able to fill our share of these billets with ease. This is a relatively small portion of the entire manning pool, so why is there always a push for more instructors at these sites? Unfortunately, situations like turnover of personnel prevent those who are willing to go to instructor duty from doing so. Some Sailors, to put it bluntly, do not meet the high standards that have been set for those instructing our future fleet Sailors. This leaves Sailors either not wanting to take these challenging billets, or those interested in these billets aren't being encouraged to do so. If you're interested, talk to your chain of command, your CCC or someone who has done a tour as an instructor. As your detailer, I encourage you to also call me to find out what you need to do to get assigned to one of these billets. If you'd need a waiver of one or more of the requirements in the ENLTRANSMAN, but are interested, please call. There may be ways to improve the chances of waiver approval.

If you are one of those who do not want these shore duty billets, all I can do is to encourage you to reconsider the possible career benefits these billets provide. Every command and every Sailor at sea has a vested interest in instructor manning and should strive to make sure those billets are properly manned. The next time you wonder just how that junior guy made it through the pipeline, ask yourself; 1) could I have done a better job training him, and 2) do I know any of the guys that did train him? Depending on your answers to these questions, we may need you or one of your shipmates as an instructor.

NR-1, Tender Duty, New Construction.

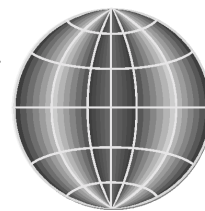
These billets are difficult to fill because of the high standards required, training needed and getting the information to you that a billet is available. NR-1 has high turnover because those who are selected for NR-1 are very likely to be selected for advancement or for an officer program due to the extraordinary performance requirements (e.g., EOW qual) in these billets. If you are between six and 12 years time in service, EWS qualified, performed well as a student in the pipeline and are interested in assignment to NR-1, by all means, send us a NAVPERS 1306/7 requesting it. There may not be an available billet now, but there will be one soon and it could be yours if you screen for it. Anyone going to overseas tender duty first goes to either Nuclear Planner or RADCON Maintenance Supervisor School prior to going to the tender. If you wait until the billet shows up on JASS to start the paperwork requesting the billet, delays may occur due to the limited availability of the courses required for the billet. This would guarantee that the billet would be gapped, so get your request in early. New construction – same thing. Communication is essential to working out these assignment options. LPOs – you generally know what your guys want and what is going on around the waterfront in your home port. Keep us at NPC informed and we will try to keep you advised on what we have available. By no means am I implying that the normal detailing and assignment process will be in any way compromised or bypassed. It is just another way you can help us take care of your Sailors and to ensure that they don't miss an opportunity. If you're an LPO and you haven't talked to your division's detailer in the last three months, you may have missed the chance to keep a good Sailor in the Navy.

In closing, I would like to thank the Sailors out there that did step up to the plate, went where the Navy needed them and did the job asked of them. Your professionalism has made my job here easier, and I look forward to the chance of working with some of you out in the fleet.



*ETC(SS) Gregory Williams
Submarine Nuclear ET (E-6 & below) Detailer
PERS-403CE*

EM - Improved Manning at Sea



Aloha! This is my last *LINK* article, as I will be transferring to Hawaii. I would like to welcome my relief, EM1(SS) Mike Bahler, reporting from USS KENTUCKY (SSBN 737)(GOLD) in Kings Bay, Ga. He is an outstanding Sailor who truly has your interests in mind. Please give him the support and consideration that you have given me during my tour.

We have come a long way since I became your detailer. One of my first actions after I relieved was to balance the manning between those ships that were over-manned and those that were undermanned. We simply didn't have the inventory to man the ships in excess. There were some crews that had as many as eight EM1s while others were deployed without any EM1s. Submarine NR-1, overseas tenders and nuclear instructor manning levels were drastically low. I asked for your help and you delivered. By standing firmly on enforcing the "no billet, no body" distribution policy, and disapproving extensions for personnel onboard in excess, a better balance was obtained. Well, the worst is over and the best is yet to come. SSBN manning has been brought back to 13 electricians overall, and recently, SSN manning has been increased to 14, greatly

improving quality of life while in port. Also, initial sea tour lengths have been reduced to 54 months. There is still work that has to be done. While nuclear instructor manning has been dramatically improved, we still need quality Sailors at NPTU. Additionally, EM1 manning at sea is still at the reduced level set two years ago. The "experienced Sailor" that you keep asking me for can be found in that hot running EM2 that is currently onboard. I ask you to continue to train the junior Sailors. Their training doesn't end when they graduate from NPTU, but rather, it begins.

I would like to thank all of you that I met and worked with during my tour. I hope that I have served you well, and I look forward to seeing many of you again. Remember, strive for professional advancement, take that tough assignment and leadership role, and always **stay fit, stay proud and stay Navy.**

*EMC(SS) Bill Spence
Submarine EM (3354/3364) E4-E6 Detailer
PERS-403CF*

MM - Keeping Up With a Changing Navy

First and foremost I want to say congratulations to all our new chief petty officers. It is my pleasure to step aside as your detailer, and I look forward to serving with you in the fleet when I leave here.

What an exciting year I have had serving as your detailer. Many things have happened this year to make the Navy a more promising career. The repeal of the REDUX retirement plan affords Sailors attaining the 20-year milestone a better compensation package for their hard work. Incentives in reforming our pay and allowances have given us the highest pay raise since the 1980s. With the fantastic

work our recruiters have been doing over the past few years the amount of students graduating from NPTU is filling our fleet needs. Since our junior Sailors are now filling these billets a couple of things are happening. First, every machinery division will receive an extra MM3. This will provide the boats that badly needed shipmate for the watchbill, and help manning for leave periods and when Sailors attend schools. Second, and the most significant change that has come about, first term Sailors are having their sea tours adjusted to reflect a 54-month sea tour vice 60 months. This is the first time this has ever happened.

So what does all this mean? More compensation, more Sailors for manning and less sea time. Want even less sea time? At the 36 month point at sea you could screen and go to a tender overseas, or go back into the nuclear instructor pipeline to train all our new Sailors. Want more money too? With COLA, our tender Sailors are seeing interesting parts of the world while saving a great deal of money, and the NPTU Instructors are receiving the highest non-recruiting Special Duty Assignment Pay.

So, if you're looking forward to your next assignment and are

Continued on next page

ELT/RADCON - Overseas Experience

A common concern is that once I go “over there,” they won’t bring me back from overseas. This is simply not true and should not be a concern. Having said that, Sailors must always go where they are needed, even if this sometimes does not always coincide with what the Sailor wants. Going overseas has many benefits that go along with it. But remember that while Hawaii is considered overseas duty, it doesn’t have the same overseas screening process that Guam may have.

One such difference is that PRDs are not the same. A tour to Pearl Harbor is 36 months, whereas a tour to a tender in Italy or Guam is 24 months. These are set to prevent someone from feeling trapped in a five-year sea tour in Pearl Harbor. This does not negate the normal prescribed sea tour. After your 36 months you still are obligated for the rest of your sea tour, and you have the opportunity to transfer to another seagoing command if desired.

Incentives that are not available for stateside Sailors can be quite enticing for those serving in overseas tours. Back-to-back

overseas tours can earn you entitlement for consecutive overseas tour (COT) leave travel. To earn this you must complete two consecutive DOD area tours, ashore or afloat. Family members must reside with the sponsor to be eligible. COT is normally taken between the two duty stations, but may be deferred until after reporting. A second benefit is voluntarily extending at your current command for twelve months. This is commonly referred to as the Overseas Tour Extension Incentive Program (OTEIP). A few wickets must be met when requesting OTEIP. You must be between eight and 12 months from your PRD, you must have a favorable CO’s endorsement and your elected option of reward must be stated within your request to extend. Your benefits can take three options: \$80 per month for each month extended; 30 days R&R; or 15 days R&R plus round trip transportation at government expense from point of embarkation to point of debarkation. The choice is yours. Also, talk to your local PSD to find if any pay differences exist.

We try to make overseas duty as appealing as possible. If you have completed a minimum activity tour and are looking to do something different, send me a NAVPERS 1306/7 for transfer to Hawaii. If you are close to completing three years at sea and want to try something different, send me a NAVPERS 1306/7 for transfer to Italy or Guam. We’ll even send you to RADCON School enroute to your tender duty. Depending on your record (meaning qualifications, evaluations, class

standings and submarine gates), you may qualify for a follow on shore tour or a NPTU requalification tour after your two years on board a tender. We will offer you the coast of your choice following duty on USS FRANK CABLE (AS 40) or USS EMORY S. LAND (AS 39). One thing that we cannot do is to create a job in Australia, so please don’t ask for the impossible.

Where can you go to read all of this for yourself? ENLTRANSMAN Ch. 4, in particular, will provide you with a wealth of knowledge. As always, let me know what you want. I cannot help you if you don’t talk to me. You may not get the answer you are looking for, but you will get an honest, straightforward answer.

As most of you are aware by now, first term sea tours have been reduced to 54 months. I have already changed most of the PRDs for those affected, but if you are in doubt call me. With that being said, do not expect two-year sea tour waivers. You must do at least three years on board before transferring to NPTU or tender duty. Since I brought up NPTU, we continue to look for the next wave of outstanding Sailors to serve as instructors in the pipeline. This tour can be rewarding, both militarily and personally. Advancements are always high, and the record of someone who has done an instructor tour always looks better to a board member.

MM - Keeping Up, continued

within nine months of your 36-month sea tour, give me a call. Your next stop could be that shore duty you thought you would never make it to or an exotic overseas 24-month tour on one of our tenders.

*MMC(SS) Michael Martin
Nuclear Submarine MM
(E6 and Below) / Welder Detailer
PERS-403CG*

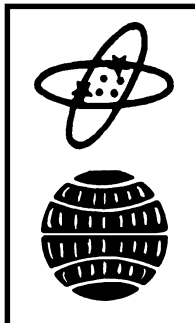
*MM1(SS) Steve Wagenschutz
Submarine ELT/RADCON
E6 and Below Detailer
PERS-403CH*

ET/EM - New First-Term Sea Tours

As many of you already know, the prescribed sea tour (PST) for first term nuclear enlisted Sailors has been changed to 54 months. I have already changed the PRD for those individuals that had PRDs of Sept. 2001 or later. If you are in doubt or have questions about your new PRD, give me a call or send me an E-mail.

With the new PST, we need to clarify sea tour waivers. We can no longer call it a two year sea tour waiver to go to NPTU or a one year waiver for NNPTC. The best way to think about it is to define the minimum time at sea. You must have at least three years on board to go to NPTU and four years to go to NNPTC. These minimum times have not changed, we just can not call them what we used to.

For ETs going to NPTU Ballston Spa, N.Y., we can guarantee ETMS prior to reporting on board. With that being said, your transfer and report dates will be based on the class schedule if you want ETMS. Also, the home port guarantee is still in effect for surface Sailors going to either NPTU, so put your desired home port on the NAVPERS 1306/7 or give the instructor detailer a call.



While planning your career path, give a serious thought about the instructor sites. A successful tour is looked at positively by all the selection boards. You can obtain your degree, qualify watch supervisor and/or watch officer. Punch that ticket for your career progression. Additionally, with ESWS qualification being a requirement for advancement, it is also an essential milestone for assignment to the choicest billets within the nuclear power program, such as nuclear instructor duty.

Lastly, before you decide to get out, let me know what it will take to retain your valuable services. Just remember to be realistic in your request; the worst thing that can happen is that we say no, but if you ask, we just might be able to say "yes!"

*ETC(SW) Frank Emerick
Nuclear Surface ET/EM E-6 and below Detailer
PERS-403CK*

Nuclear Instructor Duty is for You!

You may be one of our next nuclear instructors. Let me try to put into a few paragraphs "the gouge" on nuclear instructor duty.

Step 1 - Talk with your CCC. Let your command know that you are interested in nuclear instructor duty, preferably one year prior to the time you desire to transfer. Your CCC has a wealth of information about nuclear instructor duty.

Step 2 - Call your detailer. Usually in a 10-minute phone call, your detailer can tell you about the screening process, billet availability, sea tour waivers and answer all your other questions. After talking with your detailer, he may forward your call to me for more specific questions concerning instructor duty. Phone numbers for your detailer are in the back of this magazine. I encourage each of you who are considering nuclear instructor duty to make that call; it will help in the process for transfer to instructor duty.

Step 3 - Prepare/Send in your screening package.

The ENLTRANSMAN sets forth the screening criteria. Your CCC will help you put together your package. It should include:

- A signed NAVPERS 1306/7 requesting nuclear instructor duty.
- A command endorsement stating your ability to be an instructor and requesting any waivers you may require (i.e., class standings, NJP, low evaluation marks).
- Copies of your last two evaluations.
- Your class standings from NPS/NPTU.
- Status of qualifications at your command.

Step 4 - Screening your package for instructor duty. This process typically takes two weeks. Missing information and waivers can extend the screening process. Stay in contact with me during this part so I can give you updates or request additional information for your screening. A good phone number for your ship and

Continued on next page

MM - A Break from the Nuclear Norm

"Nukes" need not apply! Are you tired of hearing that phrase? Did you join the Navy to see the world? Well, here is an option that might tickle your fancy: Try overseas duty onboard our fine submarine tenders.

USS FRANK CABLE (AS 40) is home ported on the beautiful island of Guam, and USS EMORY S. LAND (AS 39) is home ported in La Madellena, Italy. Although the billets available are limited and primarily coded for submarine NECs, you still have the option to request a tour on either of these two tenders. Many surface nuclear operators completing tours onboard the tenders have gained a wealth of experience, such as complex radiological control evolutions, besides getting a little bit of a break from the norm.

Tender duty is two years in length, and when eligible, you may request a year extension under the Overseas Tour Extension Incentive Program (OTEIP), giving you a total tour length of three years. Without

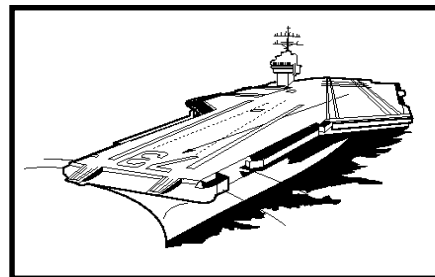
OTEIP, you may screen for a follow-on shore tour after the tender tour or a full tour at one of the NPTUs. Otherwise, you'll need to complete a 24-month requalification tour at sea before being eligible for your next shore tour.

Here are the minimum requirements for tender assignment for nuclear-trained operators:

- * Must have a minimum of three years continuous sea duty.
- * Qualified Senior-in-Rate.
- * Good evaluations and no NJP for the past 36 months.
- * Warfare qualified.
- * Submit a 1306/7 with your RO's endorsement and a copy of your last two evaluations.

As always, consult ENLTRANSMAN Ch. 4 for any other requirements.

Another option is to screen for prototype duty after completing three years at sea. Here is your chance to cut your sea tour length by up to two years. NPTU instructor duty provides you a chance to



enhance your professional growth and give yourself a competitive edge for advancements. You may have the opportunity to pursue advanced qualifications such as Engineering Watch Supervisor and Engineering Officer of the Watch (for eligible E6s and above). To be eligible for this assignment, you must be warfare qualified, have competitive class standings (waiverable with sustained superior performance at sea, as reflected by evaluations and advanced qualifications) and have completed 36 months at sea.

As a final note, I would like to welcome aboard MMCS(SW) Brad Ross. He transferred from USS NIMITZ (CVN 68), and we are currently conducting our turnover. Senior Chief Ross will assume the duties of PERS-403CR prior to conducting a turnover with the CPO Detailer (PERS-403CJ) in or around April 2001. I bid you all a fond farewell as I depart for the Nuclear LDO community on Guam. I hope to meet and work with many of you in the fleet.

Remember, completing ESWS is required for your advancement, and is the key that opens many doors in your career.

Nuclear Instructor Duty, continued

home is essential for me to stay in touch with you. Also, add your E-mail address on your NAVPERS 1306/7 for ease in contacting you.

Step 5 - Receive and review orders. Once screening is complete, order writing commences. We use your NAVPERS 1306/7 and the results of the screening to write orders to the appropriate duty. When you receive the orders, review them for accuracy. Call if there are problems or any questions.

The "secret" to a successful transfer is communication. Talk with your command, your detailer, and me. I look forward to conducting your screening and assisting you in a successful transfer to nuclear instructor duty.

*EMCS(SW) Bill Deselms
Nuclear Instructor Detailer
PERS-403CL*

*MMC(SW) Jason Julao
Surface Nuclear MM/ELT Detailer
PERS-403CR*

MM - Planning Avoids Shortfalls

Congratulations to those individuals selected for advancement to chief petty officer. Your selection is evidence of your sustained superior performance.

"But Senior, I don't want to go to a repair facility, can't you release me to Shore Special Programs?" Each release for assignment is handled on a case-by-case basis,

however, all assignments are made on billet availabilities and priorities. My first responsibility as your detailer has to be to our community, which encompasses all of our sea billets (tenders included) and auxiliaryman shore duty billets. Shore Special Program billet requests are handled case-by-case and based on billet availability. You should review the Job Advertisement and Selection System (JASS) for available billets for your rating.



MM - Think About College

Personal and professional development are subjects that are near and dear to my heart. When I talk to Sailors, especially those who are approaching their EAOS and express intentions to separate from active duty, I usually ask them why they joined the Navy. I also ask what they plan to do after separating.

What I have learned is that most have joined with the intention of learning professional skills to improve employment opportunities and/or earning educational assistance. The vast majority have gained at least some valuable professional skills that will benefit them in the civilian job market. However, more than half of the members who intend to separate have no solid plan for future employment or further education and most are walking out the door without ever attempting to take advantage of the many benefits the Navy offers.

The most obvious sign of professional development is advancement. Another question I frequently ask my callers is "what have you done to prepare for the advancement exam?" I am pleased to note that at least some of you have actually downloaded the current bibliography. This is the roadmap to advancement. If you do

not have the current bibliography, visit this Web Site: <http://www.cnet.navy.mil>. Hint: download the advancement handbook as well.

If a college education is what you are after, take the time to visit this Web Site: <http://www.navycollege.navy.mil>. The site describes various programs that may be of great interest and benefit to you. For example, SMART - Sailor/Marine American Council on Education Registry Transcript. This documents your military experience, describes its value in college credit and places it in a college transcript format. This credit is applicable to most college degree plans. Other topics addressed on the Web Site include: College prep, academic advice, financial aid, college programs, training and other links.

If you haven't taken the time to figure out how you'd like your future to turn out, please take the time to do so. You'll have a much easier time achieving your goals when you have a plan to follow.

*MM1(SS) Charles Farmer
Submarine MM (AUX) E1-E5 Detailer
PERS-403CN*

During career review boards, if a member expresses a desire to leave at EAOS, some action on the command's part can really help to prevent a manning problem. When a Sailor has reached 15 months prior to their EAOS and they have not changed their minds, send a PRD change request to match the PRDs to EAOSs to prevent gapping the billet. The transfer window also provides additional flexibility by allowing you to be rotated three months prior to, or four months after, your PRD. In addition, your desire to extend on sea duty also needs to be submitted using these same guidelines, otherwise, the billet that you are currently filling is being offered to someone rolling from shore duty.

3M Coordinators. 3M Coordinator billets are available for all submarine rates. Remember, you must be released from your rating detailer prior to applying for a billet.

*MMCS(SS) John Stapleton
Submarine MM (AUX) E6-E9 /
3-M Coordinator Detailer
PERS-403CM*

STS - A Realistic Approach to Your Next Set of Orders



First, I'd like to Welcome Aboard STSC(SS) Duvall, who has relieved STSCS(SS) Dawsonia as the STS (E6 - E9) Detailer. He comes to us from USS OKLAHOMA CITY (SSN 723).

Secondly, I would like to congratulate our new chief petty officers - welcome to the CPO Mess!

Many Sailors enter into order negotiation process with an unrealistic approach. They ask for non-existent billets, and fail to consult with their CCCs, LCPOs and JASS. Here are some steps that will help get your next assignment.

- First, review JASS about 12 months prior to your PRD. If you don't see the billet/location you are looking for up to six months prior to your PRD, it is not avail-

able for application ("off hold"). In this case, you must apply for what IS available. Communication with the detailer via phone, E-mail or the JASS comment block is key. Pursue the billet you want, just keep in mind that the detailers have a responsibility to fill all billets/locations, not just the popular ones.

- Location should not always be a number one priority. Many locations on the shore side have a limited number of billets, and available billets run in cycles. Even with timing and billet qualification in your favor, JASS is still an important factor. Once the billet you want is not "on hold," make an application. Applications must be made six months prior to PRD (unless previous arrangements have been made with your detailer). We use qualifications (boat), evaluations, NEC and PRD to select the candidate. These rules and recommendations are for all pay grades.

Finding your next assignment, sea, shore or even a COB tour takes good planning, communication and a realistic approach.

*STSC(SS) Antonio Grilli
STS E5 and Below Detailer
PERS-403DL*

MT - JASS Issues

In talking with the fleet, it appears that most of you have learned how to use the Job Advertisement and Application System (JASS). The system is proving to be a valuable asset in determining assignment availability and options. As always, I am at your service; however, your time is best served if you take a look at the current JASS listing prior to calling for your next assignment. Remember to use as many of the tools available to you and be informed about your next assignment.

Our overall manning is improving at a steady rate. A special BZ goes to the instructors at MT "A" school in Groton, Conn.; Kings Bay, Ga.; and to the Bangor, Wash., "C" schools. They have superbly handled the increased student flow this year, and have gotten needed young MTs to the fleet. The shore facilities should start to feel the positive effects of this soon. Outstanding job to all involved!

Advancement numbers continue to hold steady, well within Navy and fleet standards. Congratulations to those most recently advanced. To those selected for chief petty officer - congratulations and welcome to the CPO Mess!

*MTC(SS) Darryl Muir
MT Detailer
PERS-403DE*



Keep America Strong!
Stay Navy!

MM - Help Your Sailors “Stay Navy”

Congratulations to the newly selected chief petty officers - welcome to the CPO Mess! Your sustained superior performance and dedication to job excellence has gotten you to this point in your Naval career. Now let a new journey begin. With more people to lead, you have gained the right to help retain the future of our Navy and submarine force. Find out the facts, and give sound advice for career decisions to our junior person-

nel. If you have questions, I am just a phone call or E-mail away.

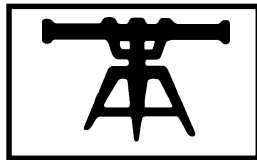
For those individuals who were not selected, keep charging. Ask yourself, “What are some of the reasons I was passed up this time?” Did you review your microfiche? Have you taken a tour overseas? Are you qualified for the watches (COW, DOOW, In Port Duty CPO) and doing the job of, “the chief?” There are those who get by doing the minimum, and those who run divisions and departments, making command-wide impact. The latter break out of the pack and get advanced.

I am concerned with the amount of personnel contacting me one to six weeks before their EAOS. If you, or someone in your division, is within 12 months of EAOS and have questions about possible options, SRB, advancement to second class, shore tours, etc., look me up in the back of this *LINK* under p403df and give me a call. I stand ready to answer any career-oriented questions.

*MMCS(SS) Rodney Arnold
MM (Weapons) Detailer
PERS-403DF*

FT - Division Jobs and LAN Admin

Congratulations to all the new chiefs - now you can really make a difference! For those of you who didn't get selected - keep charging. I expect advancement opportunities to be very good for several years.



As I pointed out in my last article, the LAN Administrator billet is approved and is now showing in the requisition database. If you did a quick check of the math, it is obvious our community will not be able to absorb all these extra jobs, at least in the near future. For example, we have approximately 184 FTC billets on our submarines, but only about 149 FTCs in the Navy available to fill these billets. In addition, we have to man squadrons, TYCOMS, shore duty and shore special programs. To help man up LAN Administrators, ET(COMM) CPOs will be used to man 20 or so of the billets. Remember, not every one is going to be a LAN Administrator, someone will have to run the FT Division. The school/NEC for LAN Administrator is Advanced Network Analysis (NEC: 2781). The school is currently taught in Virginia and Florida, with Kings Bay piloting a course in October.

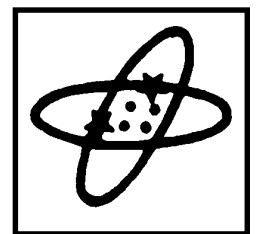
Remember to keep in touch with me, especially when you are in the detailing window (nine months prior to your PRT).

*FTCS(SS) Stanley Cox
FT Detailer
PERS-403DG*

ET - Implications of Homesteading

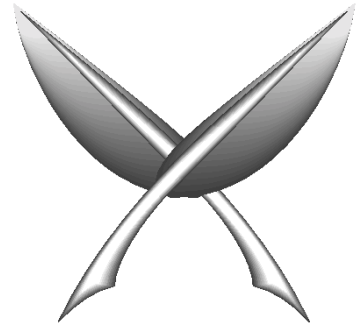
Congratulations to all recently selected chief petty officers! I'm anxious to work with you and your Sailors.

If you were not on the list, here are a few points to ponder: In my last *LINK* article, I listed several available billets and locations. If you insist on staying in one geographic location, consider some of the implications this could have on your career. I point this out because far too many of my phone calls include the phrase “I don't care what the job is as long as I can stay here.” Keep in mind that in major fleet areas such as Kings Bay, Ga.; Bangor, Wash.; and Norfolk, Va., the sea assignments outnumber the shore assignments by



Continued on next page

YN(SS) - Overseas billets for Submarine Yeomen



Congratulations to all our new first, second, and third class petty officers, and to our newly selected CPOs! Great job shipmates, keep up the good work.

I have received an increasing number of calls asking about oversea assignments. As a submarine yeoman, your choices are limited and sometimes hard to get, but that doesn't mean it's impossible. If you want an overseas assignment, you can expect these locations to be available: Naples or La Maddalena, Italy; Yokosuka, Japan; England, Northwood (independent duty), and Guam.

Although choices are very limited, these billets represent

excellent opportunities. I know we all look on the JASS System and see other choices out there for overseas, but remember, it must be a FAC Z billet (submariner required). Our current manning shortfalls does not support releasing you to billets other than those that are FAC Z. I know this is the same thing you've heard for quite some time, but until we improve retention of our junior personnel, it will not change. I continue to notice junior yeomen separating without contacting me, and some that do have no idea what they want. Let's reemphasize career development and diversification when training our Sailors. If we maintain the attitude that we're

"training our reliefs," we can't go wrong.

If you're considering overseas assignment, review ENLTRANSMAN Ch. 4 to ensure you meet the screening requirements prior to contacting me.

*YNCS(SS) Wade Reynolds
Submarine YN Detailer
PERS-403EF*

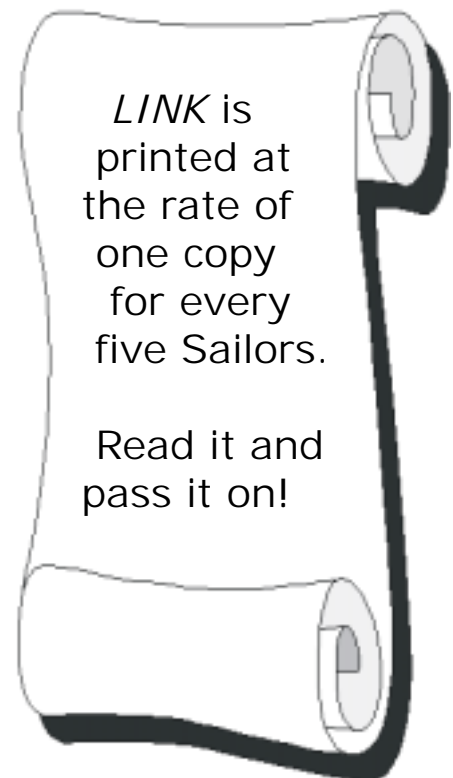
ET - Implications of Homesteading, continued

nearly three to one. Accordingly, you have a 33 percent chance of staying in the area; however, the chance of getting a billet that will allow you increased responsibility and diversified professional growth decreases. When I mention IMF, NSSF or PMT, it seems like a big red flag goes up. Ask yourself, what shore tour billet will better maintain my technical knowledge and allow me to remain competitive for advancement? Career diversification cannot be overemphasized, so consider taking the perceived hard job outside of your present location. Take advantage of the opportunities to travel and see more than one corner of the world. For first class

petty officers, the opportunity to lead a division in a challenging shore assignment is key in preparing for the next pay grade.

Are you fully qualified? If not, then you are not ready for transfer. You are required to be qualified 14NO prior to transfer to shore duty. This does not mean that you have to complete the school, it means that you have to complete all departmental qualifications. I encourage all LPOs to check your divisional training and qualification plan and gear it to meet that goal. This will allow for greater assignment flexibility.

*ETC(SS) Chris Gamblin
Submarine Navigation ET
(E6 & Below) Detailer
PERS-403EC*



LINK is
printed at
the rate of
one copy
for every
five Sailors.

Read it and
pass it on!

MS(SS) – Always Keep Your Options Open

In today's fast-paced Navy, it's easy for us to get so involved in the day-to-day aspects of our lives, that we overlook one of many opportunities. All leaders are responsible to keep abreast of the many special programs, as well as the direction of our Sailors in regards to professional development and diversification. The Navy has a wealth of knowledge that is ours for the asking. LPOs and CCCs are always the best place to start; however, if you desire additional information on specific programs, give me a call. There are many "program experts" located at Navy Personnel Command, and I can provide you with a link to these experts.

In that vein, there are a few things that submarine Sailors have to watch out for that other Sailors do not. The Navy has several initiatives and programs that will give you sea duty credit or allow you to roll from sea early. When considering these programs, it's important to keep track of your TOSS time. Remember, your sea duty counter and your TOSS counter are two separate entities. If you miss your TOSS gates, you may lose out on submarine pay.

As always, I'm here to help in any way I can. Give me a call.

*MSC(SS) Jeff Garnsey
Submarine MS Detailer
PERS-403EG*

LINK is available on the BUPERS CD-ROM, and on the Internet, at:
<http://www.bupers.navy.mil>.

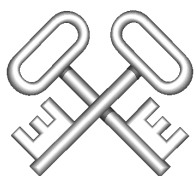
Click on



LINK

It's your career...
stay informed!

SK(SS) - Sea/Shore Rotation, SRBs



Congratulations to our newly selected CPOs! Good job, and keep on charging!

When was the last time you called me? For those of you who are unsure as to what you're looking for in a follow-on assignment, don't hesitate to call me.

Did you know that some of our jobs require extra screening time beyond the regular nine-month window, such as special projects, Naval Reactors, and certain independent duty billets just to name a few? Too often, the only way some of us find out about some great assign-

ments is if we're lucky enough to be stationed with someone who as actually experienced them first hand. If you wish to find out more about some unique assignment opportunities, pick up the phone and call or E-mail me. Remember, I have all the billet information available at my disposal, and look forward to speaking with each and every one of you.

Lastly, just a couple of helpful reminders:

- SK2 through SKCM sea/shore rotation is 36/36.
- SKSR through SK3 sea/shore rotation is 48/36.
- Our Zone A reenlistment bonus is still the highest it's ever

been, which is currently 2.5. "Charging!" Not to mention automatic advancement to SK2 if you qualify to STAR reenlist!

And last but not least, our junior SK manning at sea is currently over 100 percent, which is leaving us with a shortage on shore duty. I will entertain requests from E5 and below to roll to shore duty a few months early on a case-by-case basis.

Keep up the great work and remember, "Submarine life is getting better every day!"

*SK1(SS/DV) Steven Chmielewski
Submarine SK Detailer
PERS-403EJ*

AC - Filling Those Open Billets

First, I'd like to congratulate all of our new CPOs! This is truly a milestone in your careers. Second, and not to take anything away from your promotion, I'll need a lot of you to relocate. The AC rating was only manned at 60 percent at the chief level, which is why we were able to promote so many deserving first class petty officers this cycle. We have a lot of open billets all over.

Please do not consider being asked to move as punishment; it is an attempt to more evenly distribute our assets. There are some general rules about moving folks; the primary one is that a person must be at a command for a minimum of 24 months before a detailer can move them. (One exception is a cross deck from one ship to another in the same geographical area.) Other factors that are considered are the total number of ACCs

on board, how long the chiefs have been on shore duty, the location of open billets, etc.

I'm sure that by now most of you have heard that the sea/shore rotation for CPO/SCPOs is changing to 36/36. Our billet structure at the E7 level is about 25 percent sea and 75 percent shore, so it won't necessarily mean more sea time. However, it will mean more moves, more opportunities to fill leadership positions and fewer gapped billets throughout the fleet. I think it's an exciting time, and again I want to congratulate you on your promotion and the new opportunities that await you!

*ACCM(AW/SW) A. C. Gohranson
AC Detailer
PERS-404DF*

AO - Your Career Decisions and the Needs of the Navy

Over the last three to four years, the Navy has experienced a significant drawdown, a recruiter push and a recruit division commander push. Now, the retention of our first term Sailors is at the forefront.

Sailors want to homestead in a particular area for many reasons, which is becoming a lot more difficult to accomplish, as available billets just are not there to fill. NAVADMIN 152/98 simply states that a service member must be under orders six months prior to his/her PRD. With this in mind, if you are considering extending on board your current command for one year, we need the request one year prior to your PRD. This is to ensure that we do not back-fill your billet.

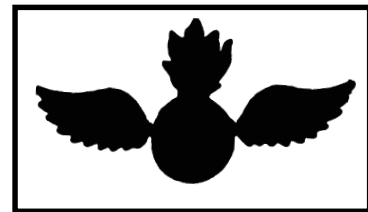
With shore duty billets (west) outnumbering sea and shore duty billets combined on the East Coast, you can see where we need our Ordies. Maintaining our fleet balance is truly a challenging task. With that said, one must be flexible when applying through JASS for your next assignment, and be aware that others are applying for the same billet. Whether you are at sea or in the yards, contact your detailer via phone or E-mail once you enter your nine-month window.

A key factor of career planning is the proper selection of duty

assignments, which is essential to upward mobility. Not everyone can receive that "great" assignment. We as detailers have an obligation to ensure fair and equal opportunity to our entire community, while trying to accommodate personal needs and desires.

There will be a time or two that you will be relocated during your career. Being prepared and being team player will ensure success for you down the road. My appreciation and thanks to those of you in the fleet who have steadfastly provided me with input and support for the many changes that have taken place over the last four years. I am proud to have had the opportunity to be your detailer and to leave the AO shop in great hands!

*AOC(AW) Saintamour
AO E5/E6 Detailer
PERS-404CR3*



AE - Retention Remains the Issue

Proud to be AEs! My name is AE1(AW/SW) Schroeder, your new AE E1-E4/"A" School Detailer. As I begin my tour at PERS-404, I would like to thank AE1(AW) Melendez for his outstanding performance as an AE detailer. Having recently completed my last sea tour at SEAOPDET NAS Oceana, Va., deploying on USS JOHN F. KENNEDY (CV 67) and USS CONSTELLATION (CV 64), I am looking forward to serving you from the mid-south.

Fellow AEs, retention in our rating is definitely a must. Being a NAVET myself, I can tell you first hand that civilian life is sometimes not as inviting as it seems. Making yourself marketable and taking every opportunity to enhance your career is the key to your success whether you "Stay Navy" or not. One tour in the Navy does not make you marketable for the civilian sector. The Navy offers the widest range of opportunities you will ever have. I strongly encourage you to take advantage of them. It is important for you to seek advice concerning your career. Your command career counselors are excellent resources for any questions you have concerning your advancement and career opportunities.

As detailers, our job is not to be in opposition to your wants and needs. Our job is to enforce the always-changing policies we have set before us, and to ensure proper manning throughout the Navy. There are several programs available for your benefit and to assist you in tailoring your choices. One of the latest programs is GUARD 2000.

It has come to our attention in communicating with Sailors through E-mail and phone conversations that GUARD 2000 is not fully understood. GUARD 2000, or G2K as it is commonly known, is still the GUARD program; it has just been redesigned. You still get to use GUARD two times in Navy career. The first time is after your first enlistment, which you must use or lose. The second must be utilized prior to your 17th year; once again, use it or lose it.

The major change in the GUARD program is for personnel on their initial enlistment (first termers). For those first term personnel on sea duty, you know that your EAOS expires before your projected rotation date (PRD). The new change now allows you to use your first GUARD when you reach your EAOS, possibly waving the remainder of your prescribed sea tour (PST). How many months you still have left on your PST and the priority of the billet you are inter-

ested in determines how many years you will need to reenlist for. Eighteen months is the maximum amount we can waive. This doesn't mean you have to go to shore with your GUARD. It's your GUARD; use it to help get your dream assignment.

For those of you that aren't first termers, but have less than 17 years, you can still use GUARD too. Use it to get where you want to go. Remember though, if there isn't a billet available where you want to go, we can't just generate one so you can use your GUARD.

If you are interested in GUARD 2000, contact us to discuss what you'd like to do before you apply. For details on the GUARD program, refer to NAVADMIN 083/00 and the Enlisted Transfer Manual (revised July 00). Remember, we're here to help you get the most out of your Navy career, so give us a call.

*AE1(AW) Shroeder
AE E1-E4/"A" School Detailer
PERS-404CE2*

AG - Schools Filling Fast

During the past year the Navy has made several changes to improve the overall quality of life for it's Sailors, most of which have positively impacted the AG rating and Navy as a whole. Other changes that will impact the rating include a change in obligated service requirements prior to attending "C" school. You must now have a total of 42 months of obligated service prior to attending the Forecaster (7412) NEC Course. Information on this change can be found in NAVADMIN 050/

00. Class seats for FY01 are slowly starting to fill as you read this; we fill seats as far as nine months in advance. If your plans are to attend school during the next fiscal year, now is the time to get your name on the list for an available school seat. Classes are already full through Feb. 2001.

In addition, we are looking for a few good personnel interested in filling billets outside of the commu-

Continued on next page

AB - Everyone Gets a Fair Shake

Congratulations to all of the new aviation boatswain's mate chief petty officers. As the senior AB Detailer, I urge you to use your newly appointed position of authority and responsibility to make a positive difference in the lives of all your junior Sailors. The future of the AB community now rests on your shoulders. To all ABs who are charging towards the selection of chief petty officer, chief warrant officer or limited duty officer, now is the time to begin planning for these goals. It is never too early to begin planning for a rewarding career in the Navy. For those of you who are coming to the end of your first enlistment, I challenge you to stay Navy and be the one who makes a difference. You now have an opportunity at hand to engage upon a very prosperous and rewarding career.

"Retention!" The Navy has recently adopted several new retention incentives to retain the quality first term ABs. These programs include: the GUARD



2000 program, third class petty officers to recruiting duty, funded split tours and SRBs for the ABE and ABF ratings. Take full advantage of these new programs, and seek guidance from your chain of command and career counselors, the future has never looked so bright.

Negotiating for Orders. You have at your service four very customer-oriented AB detailers. We like what we do, we want to help and we want to say, "Yes!" This year we've written over 4,500 sets of orders, and talked to over 10,000 Sailors either by phone or by E-mail. Experience has taught us when negotiating for orders, you need to have the following prioritized: Geographic location or job type? We may not always be able to provide you with a career enhancing job in the location of your choice. Are you willing to volunteer for sea duty? Sometimes in order to stay within the same geographical location, a two-year voluntary sea duty tour may be the only option. East or West Coast? Are you willing to move inland, or to the Gulf Coast for that career-enhancing billet? When deciding on your future duty assignment, look and apply on JASS for all available billets. JASS is a wonderful tool, guaranteeing your direct link to your detailer and giving everybody a fair opportunity to receive the orders of their choice. With this program in place and being online twice a month, it is no longer first-come, first-served for future duty assignments, everyone gets a fair shake.

Remember, prior to contacting your assigned detailer, use all the above mentioned tools and programs. All four AB detailers operate on the same theme: "Everyone gets a fair shake!" However, we need your help in making it work. Also, adhere to the six to nine-month negotiation window, and give yourself the best possible opportunity to attain the orders of your choice. Know what you want, be flexible and have more than one duty assignment in mind when contacting your detailer. Also, listen to the detailer; we are here to help you in your accelerated career path. "Be safe, the AB way!"

AG - Schools Filling Fast, continued

nity as part of the physical security program. We currently have billets available for AGs in pay grades E4-E6; these are the only billets outside of the community that AGs are currently required to fill. We have no billets for recruiting or any other special programs at this time.

Over the past 12 months, our community continued to have one of the highest advancement opportunity levels in the Navy, but there are still a few Sailors that require additional time to make it to the next pay grade. For those highly motivated personnel in pay grades E4-E6 at high year tenure (HYT), you are highly encouraged to continue your Naval careers, especially at sea and overseas duty stations. Additionally, under certain circumstances, a HYT waiver can be granted for shore commands requiring critical NEC's or specialized skills. For further information contact your LCPO/command career counselor or call your detailer.

AGCM(AW) Sherman T. Biffle
AG Detailer
PERS-404DH

ABCM(AW) Weber
AB Rating Lead Detailer
PERS-404DE

AS - You Deserve Our Full Attention

Hello shipmates, I'm ASCS(AW/SW) Jada McWilliams and I am here to serve you! The best part of this job has been communicating with everyone and discussing career options and incentives with young and old "AS" Sailors alike. I feel fortunate and privileged to be at Navy Personnel Command to work for our "AS community." This assignment is by far the most challenging for me, and I am really looking forward to serving with you and being involved in the personal and professional development of our careers. That doesn't mean you will always get the orders you want, but it does mean I will be honest, straightforward, timely and interested in your needs and concerns.

There is so much that we can do as a team to continue to be the "best rating in the aviation community." Since April, I've jumped in with both feet to pursue programs such as GUARD 2000, spouse collocation, women at sea, split tours, SCORE and other special programs such as physical security and recruiting. There are benefits for our folks who are eligible and want to apply. It is very important to have a well-diversified sea/shore/overseas career path.

My foremost goal is to make sure your needs and the needs of the SE/IM4 divisions are met simultaneously. The most difficult part of the job is filling the

right job with the right person at the right time! Your support and help is greatly appreciated and the key is "communication." When you look at JASS, you will see billets that you can apply for. Use your career counselor, talk to your chiefs, and keep in mind two-way communication makes your detailing experience more personal and professional. I like phone calls, encourage E-mails, and as many as 60 messages can be recorded on my voice mail within an hour, all while I'm on another line serving another "AS" shipmate. I have three available lines and appreciate your patience. Whether it be E-mail, fax, voice mail, message traffic, JASS or phone, everyone deserves my full attention when it's their turn. Let's talk about our future and career paths, from first term to Fleet Reserves, because the path we take now does and will affect our future AS community.

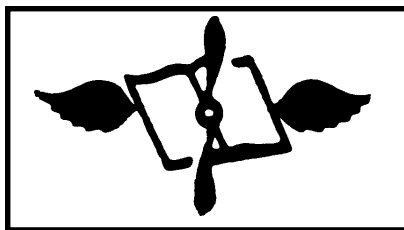
Thanks for your support and teamwork. On a last note, I would like to bid ASCM(AW/PJ) Steven Clemens "fair winds and following seas" and "best wishes" in his new career. Have a fine SE day, and be safe!

*ASCS(AW/SW) McWilliams
AS Detailer
PERS-404DJ*

AZ - Special Programs is a Possibility

We would like to start with a well deserved congratulations to all of the new chief petty officers out there. Nice job to all!

I want to talk briefly about special programs. Over the last few months, I have received numerous requests for transfers to recruiting duty and other special programs. These programs can be career enhancing and show out-of-rate diversity. I am asked constantly if filling a special program billet will hurt a career. My answer is always "no." Only a Sailor can hurt his/her



career. A billet is a job, and a job is what you make of it.

Special programs billets such as recruiting, physical security, DAPA personnel, etc. are no different than billets for an AZ. There must be a valid requisition prior to writing the orders. There may be

valid requisitions throughout the fleet for the type duty listed above; however, there may not be a requirement for the AZ detailers to fill the requisitions.

If you are interested in filling a valid special programs billet, check with your command career counselor and review ENLTRANSMAN Ch. 9 for the qualifications. If you are qualified, contact your detailer to see what billets are available for you.

*AZCS(AW) Mike Dawson
AZ E1- E5 Detailer
PERS-404DK1*

PR - Help Your Sailors with the Facts

I'm sure you've read several *LINK* articles already concerning retention. Well, let me point out some facts that you may not know that are driving this retention effort. As of this writing in June, the number of billet authorized (BA) for PRs is 1,429; however, there are only 1,290 of us serving. That's a deficit of 139 riggers! Projections nine months out indicate we will lose another 20-30 experienced riggers due to retirement or early separation.

This is good news in one regard; advancement opportunities will continue to be excellent. But the bad news is billets will continue to be gapped until our strength more closely matches our BA.

What are we doing to help? Well our enlisted community manager (ECM) fought hard and got an increase in first-termers (Zone A) SRB, and even got a SRB initiated for second-termers (Zone B). What better way to start another tour in the Navy? Reenlist for a big bonus check! Additionally, a few months ago I recommended, and our ECM concurred with, an adjustment to our sea/shore rotation. This adjustment allows a little more shore duty and a little less sea duty for most of us. Now it's up to all of us to do our fair share at sea when it's our turn at bat. Trust me, sea duty isn't all that bad. More recently, the GUARD program has been rewritten and is now called GUARD 2000. The revised program allows waivers to the prescribed sea tour (PST) for first-term Sailors, and allows detailers greater latitude in assigning Sailors to lower priority requisitions in certain

situations. See your career counselor, or read NAVADMIN 083/00 to get more info on this program.

What can you do to help? If you're an LPO or LCPO, you can provide factual counsel to your folks on the benefits of a consecutive tour in the Navy. If you need help, call me or point them in the direction of the CCC. Don't let young Sailors base their career decisions on scuttlebutt or sea lawyer opinions.

Hail and Farewell. PR1(AW) Cheryl Bryant departed in July for her new assignment with CVW-5 in Japan. She did an outstanding job as our E4 and below detailer, as well as the Aviation Women-in-Ships

Coordinator. We'll miss you, Cheryl, but wish you all the best and look forward to seeing you again out there in the fleet!

Welcome aboard to PR1(AW) Mike Sperry! Mike came from HS-3 and he's already doing a great job. Mike knows the issues we're facing with retention, and he's here to help you with your career planning.

My regards to all of you, especially those out there now haze-gray and underway. Until next time, stay safe – stay Navy!

*PRCM(AW) Larry Zavada
PR E5-E9 Detailer
PERS-404DM*

AMH - Know Where You Want to Go



I am AMHC(AW/SW) White. I've taken over as the new AMH E4 and below detailer, coming from the Warlords of HSL-51, in beautiful NAF Atsugi, Japan. My thanks to AMHC(AW) "JT" Tennaro for his contributions to the AMH rating during his tour here, and I wish him "Fair winds and following seas" as he transfers to the Fleet Reserve. AMHC(AW) Marcille has taken over as the E5-E7 detailer.

While assigned as your detailer, I have goals of accommodating the desires of each Sailor, assisting in their professional development, while still meeting the requirements of the Navy. I want to be able to assign you where you want to go; however, I also ask that

you keep in mind that I have priorities that must be filled as well.

When shopping for orders, your current NEC, duty station and past experience all come into play in where you are assigned.

There are several avenues that you have to contact me. E-mail is by far the fastest and easiest. I will answer all E-mails within two working days. I ask that when you send an E-mail, please provide your name, SSN and phone number. I look forward to working with you on your next set of orders or any general rating questions you may have.

*AMHC(AW/SW) William White
E1-E4 Detailer
PERS-404EM2*

AW - CEFIP and How it Works

The AW rate has gone through many changes, especially over the past few years. The topic we want to discuss this month is the number one item: You in “the fleet” keep calling us about the Career Enlisted Flyer Incentive Pay program (CEFIP). This program is the best thing to happen to the enlisted aircrew community since sliced bread.

We now have two kinds of orders we are writing here at the KGB (Kindler, Gentler Bureau). All sea duty Sailors, regardless of location, are sent with DIFCREW orders. In a nutshell, this means they must fly 48 hours a year as per the 3710, Ch. 11. There are also some shore duty commands that people go to that are DIFCREW as well, and the same 48 hours is required. I receive calls all the time, especially from the warrant officer/LDO community, trying to stop an AW’s flight pay. I will say this for the ten thousandth time; the only person that can stop your pay is NPC. Have you ever heard of an officer losing flight pay or worrying about their hours? Well I haven’t, and AWs won’t have to anymore, either. The plan I am currently working on is that if a member failed to get his hours we would deduct a certain amount of MOF’s (months of flying) from his counter, for only the hours he missed. Currently there is nothing in place (and in fact it is illegal) for your pay to be stopped other than if you have missed a gate or are removed from the Aircrew Program.

The other set of orders we write are DIFDEN. Members who are on shore duty that are not required to fly are given these

orders. DIFDEN personnel simply have to maintain their flight physical and will receive flight pay as long as they have not missed a gate as listed in the NAVADMIN 329/99.

I hope this will clear up some of the questions that you have about the program. AW2 Bill Ball has reported onboard and is now spearheading the computer program for CEFIP. If you have questions about pay or the status of your request, we will forward you over to AW2 Ball.

The AW rate, as a whole, has started a slight decline in our retention numbers. Here are some of the reasons this has happened and some things we are doing to correct

what we see as problems. The decline has occurred almost exclusively in the helicopter and CV/ASWMOD communities. VP is still doing the best among all of our platforms. The paygrades and areas we’re hurting most in are our E4-E5 in Zones A and B. We think two of the major reasons for that are excessive sea tour lengths among second tour E5s, and pay. We have made major changes to both of those to help our retention rates. Advancement numbers should continue to improve. Many senior people are retiring, so for promotion-eligible Sailors, things look good.

Continued on next page

Aircrew Inventory Status

In past *LINK* articles, I have discussed retention, CEFIP and career progression. Now, I’m going to update you on the status of our aircrew inventory. Since I took this job in 1998, we’ve come a long way in training pipelines and our inventories for the different platforms. In the VP community, the inventory of in-flight technicians was running a little thin, and the fleet balance was sort of lopsided. Today we have a single course of instruction at VP-30 with the pipeline loaded with new students, and the fleet balance is right on target. Starting later this year, VP-30 will start teaching 9402 (AIP IFT), so the fleet can start receiving AIP-qualified IFTs. The inventory of the EWOPS (8284) has remained steady, which was assisted by the decommissioning of VQ-5 and VQ-6. The EWOP pipeline is

full and will continue to provide VQ-1 and VQ-2 with quality aircrewmembers. The EP-3 IFT (9401) inventory has been rather low over the past year, but the pipeline is loaded and there should be a good fleet balance by the end of this year.

Due to the lack of second-tour E5s in the fleet wanting to become aircrewmembers, the 9401 pipeline is loaded with quite a few first-term aircrewmembers. Aircrewmembers in the fleet will have to step up to the challenge and take these first-term aircrewmembers under their wings and train them right. The TACAMO community has kept me hopping trying to keep the squadrons manned with the right-flavored NEC aircrewmembers through their transition. The E-6B IFT (8229) pipeline is loaded, and I will continue to load future classes. The

Continued on next page

AME - Answers to Your Questions

In this article, I've listed a few common questions that seem to come up frequently. I encourage you to see your divisional and command career counselors; they are the retention experts, with the tools to provide you with guidance on your career and assignment options.

How do I get released to Special Programs?

Each month our rating has requirements for special programs billets. These change month to month and include recruiting, recruit division commander, instructor duty, brig duty, physical security and the Blue Angels. An AME requirement must exist for the special program you desire, and you must meet all requirements in the ENLTRANSMAN. If no requirement exists for the program you desire, you will not be released.

How do I get re-assigned to another platform?

This is a difficult request to grant, mainly due to limited school seats. Each "A" school student must have specific training related to his/her first assignment. If you hold an NEC and need to be retrained, there is the possibility of denying an "A" school student that training. The bottom line is, if you hold an NEC, look for an assignment within that community. Requests will be screened on a case-by-case basis, with requisition priority, manning and experience levels, and fleet balance in affected platforms being the deciding factors.

Can I terminate shore duty to go back to sea duty early? First, you must have completed at least two

years onboard your command when you transfer.

Second, you need to route an Enlisted Personnel Action Request (NAVPERS Form 1306/7) through your chain of command to request termination of your assignment. In most cases, there must be a qualified relief on-board before you leave. Finding a qualified replacement and having everything line up is difficult. If a relief can't be found, and the command won't let you go without one, you'll have to finish the remainder of your tour.

Can you go one paygrade up or down? Detailers cannot grant paygrade substitutions, unless approved by EPMAC. Many items come into play here. Experience, overall command manning and approval from the gaining command are all factors. If there is an existing requisition for your paygrade and NEC, you probably should look at that billet for your next assignment.

There are a couple of Web Sites I want to share with you that may be helpful to your professional development: <http://www.bupers.navy.mil> under "Community Managers;" Also, see <http://www.cnet.navy.mil> for exam, bibliography and PAR information.

The AME striker issue is being discussed between the AME ECM, OPNAV, TYCOMs and NAVAIR. I'll keep you updated next issue. Until then, stay focused, keep 'em up and flying.

*AMEC(AW) Brian DeRitter
AME Detailer
PERS 404EK*

AW - CFEIP, continued

We need to remind everyone that the detailing window is still six months out vice the old three-month window. At six months, we consider you to be at the EDWIN (enhanced detailing window) point. Upon achieving EDWIN, we are required to have you under orders, except for someone with special circumstances.

The following is a list of AW rating updates: We are still undermanned in these NEC's: 7815/46/73/76. We are still paying top dollar in SRB for those NECs. If you call AWC or myself and have to leave a message, please leave your SSN so we can look you up before we return your call. Until next time, "Keep your feet dry!"

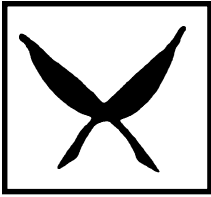
*AWCM(AW/NAC) S.P. Fishbein
AW E7-E9/Aircrew Detailer
PERS-404EC*

Aircrew Inventory, continued

E-6B COMM OP (8228) inventory is looking better, but I need to get more IT aircrewmembers in the pipeline. I'll continue working the COMM OP inventory as a priority.

You as a Naval aircrewman can help me in keeping our inventories at the needed levels. If you know of a motivated ground technician in your platform that would be an asset to our community, discuss the Naval Aircrew Program with them. If you need assistance, please call and get me involved. I'll work with the individual and the command to make a smooth transition into the aircrew program. Until next time... Fly Navy...Go Aircrew!

*AVCM(AW/NAC) Marc Olson
IFT/EWOP/IT Detailer
PERS-404ED*



YN - Have a Plan to Move Up

The key to maximizing your professional development is to seek out the hard assignments and perform well in them. The hard billets may not be in your choice of geographic area. Asking to stay in one location has personal benefits and can be a good thing, provided there is a billet available that increases your responsibility and challenges your abilities.

If you are completing a sea tour, look for an assignment that will increase your in-rate knowledge and experience. Try something new and different. But, get warfare qualified!

If you are an E4, apply for E5 billets on JASS. Why work in your current paygrade? Think ahead and move up. Remember that you can apply for up to five billets every req cycle in JASS. Give the YN detailers a call when JASS closes. If JASS closes, then all billets are "up for grabs," provided you qualify.

The detailing process does not end with JASS. Pick up that phone and give us a call. We look forward to talking to each and every one of you. Be open minded

when looking for your next assignment, consider all the opportunities. I receive several communications every week from Sailors wanting only one particular assignment. You must be willing to compromise and look for what is good for your professional development.

The key to remaining upwardly mobile is seeking out different assignments and doing well in them. Sustained superior performance combined with challenging duty assignments are major elements in being selected for advancement or an officer program. Keep charging! YN3s, apply for those YN2 billets! ***Move up!***

If you're completing shore duty and ready to roll to sea, think about the challenging assignments. PRECOMM, overseas, haze gray and staff assignments - somewhere you can obtain that warfare designator early. Think about making chief now. Call me for more information on these tough assignments or any questions you may have.

*YN1(SW) Roddy
YN E1-E4/"A" School Detailer
PERS-405CD3*

PN - GUARD 2000 is Working Well

Congratulations to all recently selected for advancement!

We strongly encourage all PNs to contact their respective detailer via E-mail or by phone when there are special circumstances surrounding your PCS transfer, to verify JASS applications or when assigned to a school. This helps us better coordinate school quotas, class convening dates and locations around your PCS leave. If you are requesting NLDC or seminar duty, it is essential that this is coordinated with your PCS transfer prior to orders being written.

We are receiving a lot of GUARD 2000 requests, and most are being approved! As outlined in NAVADMIN 083/00, members

should be contacting the detailer prior to submitting your GUARD request. First termers should contact PN1(SW) Bailey to discuss options and OBLISERV requirements.

It's very important to remember that once orders have been issued, member's become a manning asset of the receiving command. Any

modifications require a detailed message, with both the detaching and receiving command being informed of the situation requiring the modification to orders.

*PNCS(SW/AW) Southall
PN E5/E6 Detailer
PERS-405CE1*

Enlisted Community Managers and Technical Advisors have their own section in *LINK*. Be sure and check pages 17- 26 for important information about your community.

JO/RP - Educational Opportunities

Greetings. We have some great opportunities for becoming JOs and RPs, and exciting educational opportunities. For the JOs, I'd like to address the Syracuse program, and for RPs we'll let RPCM(SW/AW/FMF) Darnell talk about the Chaplains and Religious Program Specialist Expeditionary School.

For active duty journalists coming from sea duty, there is the S.I. Newhouse School of Public Communications located in Syracuse, N.Y. There are programs which start each August for advanced study in either Military Motion Media Studies or Military Photojournalism. The school starts with all members attending a two-week grammar refresher class devoted to military students. You then join the rest of the campus when regular Newhouse classes convene. Most of the classes you take will be with fellow military students. The schedule is very demanding, with weekends in the edit suites and computer labs.

There is little free time during the ten months you are at Newhouse, but when you complete your studies, you will not only be among the best in your field, but you will be 30 credits closer to finishing your bachelor's degree. You will have the opportunity to complete your degree, anywhere in the world, by taking classes from other colleges and universities and transferring the credits to the Newhouse School.

Follow on tours are typically in the most challenging and rewarding billets for Journalists. These billets include Navy and Marine Corps News, *All Hands* magazine, *Stars*

and *Stripes*, combat camera teams and major staffs around the world. These billets are stepping stones to positions of greater influence and responsibility. For more information on the school, contact Lt. Mike Lent at the Navy Media Center, DSN 288-5185, Comm (202) 433-5185.

If you are an RP being stationed with the Fleet Marine Force or a unit supporting a fleet hospital, you will attend Chaplains and Religious Program Specialist Expeditionary Skills Training (CREST) enroute to your duty station. You'll often have several months to prepare yourself physically to meet the PT requirements of the school. Make the most of that time to prepare yourself. You must also have a valid driver's license and a screening for color blindness to operate a tactical vehicle.

The following is an excerpt from the Senior Enlisted Advisor to the Chief of Chaplains, RPCM(SW/AW/FMF) Darnell's, letter to senior members of the community. With his permission I am including a portion of it that pertains to CREST. "The CREST Program introduces the Religious Program Specialists (RP) to military subjects that enable them to survive in combat as the Chaplain's assistant and bodyguard, followed by religious ministry team (RMT) training that places them with the Chaplain in both a classroom and field environment for specific training.

Upon completion of CREST you will receive the Navy Enlisted Classification code of 2401, which will potentially open a lot of doors for you by making you eligible for

many career-enhancing billets. The CREST Program is the bridge that prepares you to make the transition to the Fleet Marine Force, Navy mobile construction battalions, fleet hospitals, and other shore duty assignments aboard Navy and Marine Corps bases and stations. The skills learned at CREST will help you throughout your career.

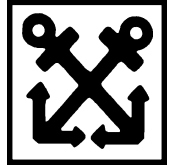
I urge you to take your training in the CREST Program seriously. The staff is there to help you succeed. Begin now to prepare physically and mentally for the rigors of this seven weeks. Many CREST graduates consistently tell me that the knowledge and skills they acquire in their training are invaluable to them in their follow-on assignments and that they receive a great sense of accomplishment and pride at having successfully completed the training.

If you would like more information about CREST and how to prepare for the training, visit <http://www.lejeune.usmc.mil/fmss/> or you may contact RPCM(SW/AW/FMF) Robin Holdren, USN, at DSN 750-0935, Comm (910) 450-0935."

Please feel free to call me if you have questions concerning either community. Lastly, when you negotiate for orders or apply for a job on JASS be realistic and apply for the type of duty for which you are eligible.

*JOCS(SW) Suich
JO/RP Detailer
PERS-405CF*

BM - Welcome the New Detailer



We would like to welcome aboard BM1(SW) King. Petty Officer King is coming from the USS KEARSARGE (LHD 3), and will detail E4 personnel. Farewell to BMC(SW)Heffner, taking orders to the pre-comm USS MCCAMPBELL (DDG 85). We wish him the best of luck and thanks for a job well done. Finally, we'd also like to say "congratulations" to all our new chief petty officers.

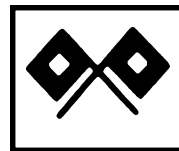
We receive a lot of phone calls on what boatswain's mates can do to advance. As the competition continues to be tough for the BMs, the deciding factors are sustained superior performance, excelling in a variety of assignments, Enlisted Surface Warfare Specialist pin and being competitive within your peer group. Advancement numbers will increase, due to end strength numbers of the fleet.

Shipmates, we are here to offer the best customer service possible. However, make sure you discuss your career intentions with your LPO, divisional career

counselor and command career counselor. We're here to take care of you! So give us a call if you have a problem, concern or question you can't find an answer for.

*BMCM(SW) Andy Lott
BM E7-E9/Harbor Pilots/Rating Lead Detailer
PERS-405DC1*

SM - Incentives are Here for You



Greetings shipmates! I am SMC(SW) Matous, the new detailer on the block. The following are a few things I have noticed in the short time I have been here at NPC: There are a lot of new initiatives directed at first-term retention. GUARD 2000 and funded split tours are just a couple of new programs designed to help our young men and women stay Navy. Contact your command career counselor for further information.

Another issue is the Dependent Care Certificate. Sailors who are single parents and dual military couples are required to have dependent care certificates on file with their commands. It is your duty to remain world-wide deployable at all times, or risk involuntary separation for non-compliance.

Finally, the detailers have never been more accessible. With E-mail, SALTS, INMARSAT, phones and good old snail-mail, the days of being on hold for hours on end are history. NPC policy is to return all calls and E-mails within two working days. This cannot happen if we do not have the necessary information. Ensure your name, a good phone number and your SSN are included in all correspondence.

I am looking forward to assisting you in all of your endeavors. Do not hesitate to call or E-mail me with your questions, but give your command career counselor the first shot.

*SMC(SW) Matous
SM Detailer
PERS-405DD*

DM/LN/NC - The Detailer's Notes

First, I would like to thank all three ratings for the support you've given me since I checked on board as your detailer. You have been very patient, allowing me to learn the job of being a detailer, and that patience is very much appreciated.

I recently attended the NC Symposium in Millington, Tenn., and the East and West Coast Legalman Conferences in Jacksonville, Fla., and San Diego. I had a wonderful time at all three forums and especially enjoyed the opportunity of meeting more Sailors in the NC and LN communities. I was especially impressed with the caliber of Sailors and chiefs we have in both ratings. We continue to need more good quality Sailors from the fleet. Keep an eye out for qualified Sailors you feel would make good LNs or NCs, and keep those conversion packages coming!

*LNCS(SW/SCW/AW) Connie J. Cox
DM/LN/NC Detailer
PERS-405CG*

MA - Chiefs are Needed at Sea

Would you like to know how to get your next assignment, school or enlisted personnel action request approved? You simply need to contact your detailer and ask for it! Our job is to try and get you what you want. MAs should be able to ask their detailer about anything. Requests should be *realistic*, and in keeping with the Navy's overall mission requirements. Otherwise, be prepared for sometimes disappointing, but *honest*, answers.

Customer service is a two-way street. Don't be just another name and SSN. Call or E-mail us when approaching your nine-month PRD window and at the beginning of each requisition cycle thereafter. The back cover of *LINK* magazine provides specifics dates.

JASS is the tool to allow worldwide viewing of the latest priority requisitions. But real-world scenarios often cause priorities to change quickly. The billet that may have been filled, deleted, low in

priority, etc., in a previous JASS cycle, may now be the hot requisition requiring immediate fill. MAs volunteering for back-to-back sea

MAs approaching High Year Tenure (HYT) should volunteer to take a ship home ported overseas.

duty are a detailer's dream, especially if it involves at least one tour overseas. Additionally, khaki leadership is needed at sea. These sacrifices are recognized by selection boards (hint, hint). Failure to earn warfare pins at sea should also be scrutinized at all levels. The MA detailers have gapped many billets at sea, so roger up!

For those considering retirement: Your ID card is a contract. Just having 20 years active service is not good enough to transfer to the Fleet Reserve. Fleet Reserve re-

quests are closely reviewed based on years of service, PRD and EAOS. MAs approaching HYT who want to stay Navy should volunteer to take a ship home ported overseas. We never lack for Military Working Dog (MWD) Handler volunteers. The problem is finding enough overseas MWD billets for those sea-eligible MAs. Consider volunteering for a one-year isolated tour to Bahrain, Diego Garcia or Souda Bay.

MA conversion package questions should be forwarded to the MA Program Manager at DSN 288-9105, or the Conversions Desk LCPO at DSN 882-3205. MA manning/manpower questions should be forwarded to the EPMAC Rating Placement Coordinator (RPC) at DSN 678-1635, or your own command's RPC (listed in your EDVR). MA detailers will always be standing by to answer questions!

MAC(SW/AW) Marc Owins
MA E7-E9 Detailer
PERS-405DF

QM - Pick Up the Phone and Call Us

I would like to welcome QMC(SW) Frasier, who is the replacement for QMC(SW) Sisung. Chief Frasier is coming from the USS MILIUS (DDG 69) out of San Diego. Chief Sisung is headed to the PERS-40 front office, where he will spearhead training of new detailers and handle budgetary matters. He has been a great asset to the quarter-master community, and will continue to make life just a little bit easier for us all.

I hope everyone who called us in the past has been satisfied with the response received. We have worked hard to fill your needs along with Navy priorities, and will continue to do so. If at any time you need help or have a question, please do not hesitate to call us. This is what we are here for. Talk to your career counselor first, but do not be afraid to call your detailer. If you are out to sea, E-mail is an excellent tool in allowing us to communicate.

When was the last time you updated your Duty Preference Sheet? If you are within a year of your PRD, then you need to make sure it is up to date. This is another tool that the detailer uses to determine if your desires can be filled.

QMCS(SW) M. Hillebrandt
QM E6 and Above Detailer
PERS-405DE

MS - The Details of GUARD 2000

Many questions have reached our office concerning the GUARD 2000 Program. The main concern is eligibility. The changes reduce eligible time in service from a maximum of 25 years to 17 years. Ease of submitting requests also adds to the appeal of this program update. The GUARD program has been reborn and will benefit careerists and first termers alike.

First term Sailors have a couple of unique opportunities on their side when negotiating for follow-on orders. On one hand, GUARD is in place to open the world of shore duty to eligible members. Most of our MSSN and MS3 have enlisted under four year obligations, and our prescribed sea tour is 54 months. You may use your GUARD to waive the final six to nine months (up to a maximum of 18 months) of sea time and report to shore early. If a four to six year obligation seems like all the time in the world, there is the funded split tour option. Applicants must be willing to obligate for 24 months of sea time at EAOS to report to a vessel in the area of their choice. All we need is a valid billet and the first termers will leave the negotiation happy.

Careerists whose EAOS and PRD are within nine months of matching are sitting pretty as well. MS detailing is offering a full 100 percent of our requisition for a six-year GUARD commitment. Call your detailer to determine available billets, and then get the paperwork going. A five-year commitment will net you the top 50 percent of the requisition, and a four-year commitment may sure up a requisition in the top 20 percent. Funded split tour is not an option for careerists, however, you may use your GUARD and receive the same benefit under the four, five or six-year plan.

"Why do they want me to give up six years? What happens to me after I serve at the duty station I want? Do I have any negotiating power when I'm going up for my next set of orders, or do they just send me where they want to?" These are all valid questions that are simple to answer. We as detailers fill requisitions according to Manning Control Authority priority. You desire to fill billets according to your priority. We offer you a chance to do what you want at the cost of guaranteeing us a follow-on assignment in an MCA priority billet. Your negotiation power is not restricted on the follow on assignment, however you will be looked at as

a normal PRD roller. You will have as much right to choose from the JASS requisition as anyone else.

The complexion of the Navy's retention policy has changed drastically over the past few years. Take advantage of the enormous opportunities presented to you. We need you, shipmate, and there is no better time than now to stay Navy.

*MSC(SW) Borocz
MS Detailer
PERS-405EC2*

SH - Flexibility is the Key to Success

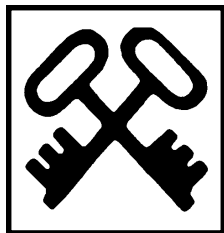
Hello. I am SH1(SW) Ciapponi, and I recently reported here from USS DECATUR (DDG 73), taking over E1-E4 and "A" school detailing. I am looking forward to serving my fellow SHs in the fleet as well as ashore. This will be my first shore duty assignment after eight years in the Navy. The key to making rate is to seek out jobs that help you grow professionally and taking on a variety of challenging duty assignments. I have enjoyed the challenges of several different types of sea duty assignments. I decommissioned two ships; I was stationed overseas in Gaeta, Italy for four years onboard the ex-BELKNAP and USS LaSALLE (AGF 3).

You have to be flexible in today's Navy, because it is becoming more and more competitive when it comes to making rate. When your detailer offers you an assignment that he suggests might help you enhance your skills and career, most of the time he is talking from experience and not just trying to fill a billet. Keep in mind we at NAVPERSCOM have to serve the Atlantic and Pacific Fleets, as well as overseas duty stations, and we have to create a balance between the East and the West Coasts to fulfill our manning requirements.



Continued on next page

SK - Notes From Departing Detailers



My tour has come to an end, and it is time to bid farewell. It is with pride and a heavy heart that

I write my final article in *LINK* as your lead detailer. It has been a challenging job and a rewarding experience, and I would like to express my deepest gratitude for the privilege of being allowed to serve you. I appreciate everyone for the camaraderie and support you have given me.

As I reflect on my tour, I'm convinced that SKs are some of the best and brightest people in today's Navy. I think I can honestly say that I enjoyed 95 percent of my time communicating with you and did so with huge success.

My congratulations to all our brand new petty officers. For those who didn't advance, don't give up and keep in mind that advancement can be best summed up by paraphrasing an old adage about planning: "Those who fail to study, plan to fail."

Flexibility, continued

If you have any questions, please don't hesitate to contact me. I may not be able to answer all your questions on the spot, but I probably know where to go. I will try my best to satisfy your requests, while keeping in mind the needs of the Navy.

*SH1(SW) T.R. Ciapponi
SH E1-E4 & "A" School Detailer
PERS-405ED2*

Please allow me to lead you in welcoming SKCS(SW) Barrera, from USS MCFAUL (DDG 74), who will be taking over as the SK E7/E8 detailer in conjunction with the SK/AK merger. He has been where you are, and will continue to work with you to find challenging career-enhancing billets. Please support him as you have supported me. I look forward to serving with you in our great Navy.

*SKCS(SW) Enrique M. Dela Cruz
Senior SK Detailer
PERS-405FC*

As my tour as SK detailer ends, I'd like to express my sincere appreciation for the outstanding professionalism and support dis-

played by the SK community. We've been through a lot of changes, but through your professionalism and flexibility, we've accomplished a lot. I wish each of you continued success in your efforts to achieve and maintain the highest standard.

I'm heading back to the fleet, to USS BELLEAU WOOD (LHA 3), home ported in Sasebo, Japan. My successor is SKC(SW/AW) Mel Limpin, reporting from USS ESSEX (LHD 2). I'm confident that you will support him as you have supported me. Thank you and see you in the fleet.

*SKCS(SW/AW) M. M. Manipula
SK E7 Detailer
PERS-405FC1*

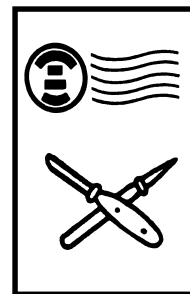
PC/LI - The Benefits of an Overseas Tour

Hello fellow postal clerks and lithographers. I am PCC(SW) Otilio Santos, the new PC/LI Detailer. I take this opportunity to sincerely thank PCCS(SW) James Collins for a thorough turnover and the great job he did during his tour at Navy Personnel Command.

Let's discuss overseas tours and benefits. A major portion of our assignments are overseas locations, both at sea and ashore. Those assigned overseas are afforded the same opportunities as those remaining in CONUS (i.e. advancement and education). Learning a different language, traveling and interacting with different cultures provide an

excellent opportunity for personal and professional growth. Start thinking about a rewarding tour now and give me a call at your nine-month PRD window. More information concerning overseas tours can be found in ENLTRANSMAN Ch. 4, or from your command career counselor.

*PCC(SW) Otilio Santos
PC/LI Detailer
PERS-405EE*



SK - Getting Orders is Easy on JASS

I am SKC(SW/AW) Limpin, reporting from USS ESSEX (LHD 2), and I'm taking over detailer duties from SKCS(SW/AW) Manipula. Because of the current merging of SKs and AKs, I will be detailing E7s only for a short time, and then move to the E6 desk. I am looking forward to serving the fleet.

Use JASS. Once you hit your nine-month window, start looking at available billets. View-only JASS is also available on BUPERS Access (BA) on the Internet. Go to <http://www.bupers.navy.mil>. View-only

JASS allows Sailors to see, but not apply for, all available jobs in the current requisition. In order to make and submit applications, Sailors must still contact their career counselors.

Update your Enlisted Duty Preference (NAVPERS 1306/63). Detailers will attempt to match service members' needs. Career counselors can update this, or you can do it yourself directly on the BA Web Site.

Finally, GUARD 2000 is a great program that allows detailers

greater latitude in assigning Sailors to lower priority billets, up to two guaranteed assignments during a career. Applied for during a first or second re-enlistment, GUARD 2000 may be used anytime up to the commencement of 17th year of service.

I encourage you to contact me, use JASS and always, always talk to your career counselor.

*SKC(SW/AW) Limpin
SK E7 Detailer
PERS-404FC1*

AK - Update on the AK/SK Merger

The AK rating has two new detailers. AKCS(AW/SW) Sol Costin, reporting from USS ENTERPRISE (CVN 65) in Norfolk, Va., will detail E5 and E6 Sailors. I'm the second new detailer, AKC(AW) Cezar Batac, reporting from CPRW-1 in Japan. I will detail E1-E4 and "A" school personnel.

AK-SK Merger Update. The effective conversion date for E9 personnel is June 30, 2000. Tentative dates for remaining paygrades are June 30, 2001 for E8; June 30, 2002 for E7; and Jan. 1, 2003 for E6 and below. Storekeeper rating badges are required for all former AKs by each conversion date. Please read NAVADMIN 080/00 for more information.

JASS. Job Advertising Selective System is an excellent tool to allow Sailors to see what billets are available to them when they are within nine months of their PRD. Applying for a billet in JASS is the same as negotiating for orders.

When an application is made and the individual is selected, orders will be written and the detailing process is complete. Do not continue to look at JASS once you have been selected for orders.

Plan ahead and utilize this tool to your advantage. Make sure you know the difference between your PRD and your EAOS. Detailers

utilize your PRD in negotiations, not your EAOS.

Bravo Zulu and Congratulations. BZ to our new AKC, AK1, AK2 and AK3 selectees.

*AKC(AW) Cezar Batac
E1-E4 and "A" School Detailer
PERS-405FD2*

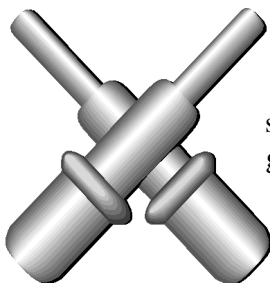
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GM - Helping First-term Sailors

As we strive to improve the enlisted detailing system, our primary goals are to meet the needs of the Navy and to assist the Sailor. There are many changes occurring to improve this process. While flexibility is the key to a successful assignment, there are new programs that make it easier for the Sailor to take control of choosing his next duty station.



First is the new GUARD 2000. The GUARD III program that most of us know has been revised with an exciting twist. Changes were made to help the first-term Sailor roll to shore duty as early as 18 months before completion of their prescribed sea tour. Eligibility considerations for this program are; EAOS must be within 18 months of PRD, be willing to obligate for between four to six years, and a valid requisition must be available.

Second is the First-Term Split Tour Program. This program allows first-term Sailors the opportunity for funded and no cost split tours to other sea commands. This program is designed to give the first term Sailor a broader view of the Navy before making final career decisions. There are only a limited number of funded split tours available for FY00 and FY01. Favorable consideration of your request is contingent upon manning levels at your present command, availability of the billet request within the requested geographic location, travel cost involved, and recommendation by the commanding officer.

For details on these programs, visit your command career counselor. We look forward to serving you.

*GMCS(SW) Harris
GM (LANT) Detailer
PERS-406CG2*

ET - Contact is a Phone Call Away

I would like to take this opportunity to welcome aboard our two newest detailers; ETCM(SW/AW) Nicholas Potter will replace me as the rating leader, and ETC(SW/AW) John Barclay will relieve ETC Michael Linsten as LANT Fleet E6 and below detailer. Chief Linsten will be reporting to USS TICONDEROGA (CG 47). We would like to wish him and his family good luck and much success in their next assignment. I will transfer to the Fleet Reserve on Oct. 31, 2000.

Master Chief Potter is reporting from USS CARL VINSON (CVN 70), and Chief Barclay is reporting from ROCLNT NATO Keflavik, Iceland. Please give them

all of your patience and assistance while they master their new jobs.

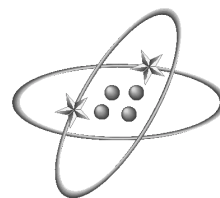
I have a few issues I would like to address concerning the detailing process. To make the process run smoother, please use JASS as much as possible. Please do not make just one application. If you are not selected, we will have to wait for another requisition cycle to find your next duty station. You are able to apply for five positions each cycle, and you can use them all. If you are applying for a position at one of the FTSCPAC or FTSC LANT commands, you must first be screened by the command or one of its detachments. This is a requirement, not an option. Many times I hear, "I can never reach you

on the phone."

There are six different detailers and six telephone numbers, so please try them all. One of us will be happy to help you.

Thank you for this opportunity to be a part of your careers. I have enjoyed the trip.

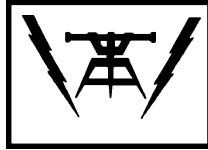
*ETCS(SW) Scott Pavelec
ET (Surface) Rating Lead
PERS-406DE*



FC - Use JASS, GUARD 2000 Wisely

I'll start with an introduction. I am FCCS(SW/AW) Jeff Burch, the newest addition to the fire controlman detailing crew. I'll be the E6 detailer for both LANT and PAC Fleets. I reported to NPC in March from USS CONSTELLATION (CV 64), home ported in San Diego. During my few months here, I've learned a lot about the detailing process and will pass on a few tidbits that are sometimes misunderstood out in the fleet.

JASS. I know from experience the frustration of waiting for the new requisitions to come out every couple of weeks just to find out that there is nothing available for my NEC. It's not necessarily that way. Whether you're getting the requisitions from the career counselor, or looking at them on the Internet via BUPERS Access, check the detailer notes. They will list other NECs that are needed at that command. If you have an NEC that is listed there and you would like to be considered for that command, put in the application. It's not necessary to apply for different requisitions at the same command. Sometimes we get five applications from the same person for the same command. If you still



don't see anything, give us a call. Don't wait until you receive that six-month PRD notification message.

The number of requisitions that are released are based upon the number of personnel that are within their nine-month window and not already under orders. Fleet balance is also a consideration. More requisitions are opened for the fleet with the shortfall. Currently, we need more FCs at sea in the Pacific Fleet; I hear Japan is nice this time of year. Shore duty shortfalls are on the East Coast, and instructors are needed in Dam Neck and Dahlgren, Va.

GUARD 2000. The biggest misconception I have seen on this program is the length of reenlistment. A lot of first term FCs are dropping their extensions and reenlisting for Guard benefits. The term of reenlistment under the GUARD 2000 is four, five, or six years. This is above and beyond any extensions that you have pending. So if you are dropping that two-year extension to reenlist for GUARD, it will be a six-year enlistment; the two years you already owe plus the minimum four years for GUARD. Also, if you're using GUARD to drop some of that sea time, you must reenlist for a term that will give you at least one year of sea time after you complete that shore tour. Thinking about using GUARD to get to a specific location? Keep in mind there has to be a valid billet at that location. GUARD 2000 doesn't create new jobs. Applications for GUARD must be within nine to six months of EAOS.

Sea/Shore rotations. NAVADMIN 026/00, released in February, states that PERS-4 is authorized to adjust PRDs for personnel that were advanced during that tour to the PRD of the senior paygrade. This is not an automatic adjustment. It must be requested via 1306/7 and have the commanding officer's recommendation. Final approval rests with PERS-4. Just because the command has recommended approval doesn't mean it will happen. Several factors are considered; current ships manning, NEC shortfalls or excesses, deployment schedules and availability of a relief.

I look forward to hearing from you, and am standing by to assist you as best I can.

FCCS(SW/AW) Jeff Burch
FC E6 Detailer
PERS-406CF4

IT - Orders Get Chop at EPMAC

Effective July 1, 2000, first class petty officers became the latest to join the ranks of chief petty officers and above, by having their orders chopped through the Enlisted Placement Management Center (EPMAC), located in New Orleans, La. This means that rating specialists will review each set of orders to ensure that the Sailor's choice does not conflict with fleet readiness. If EPMAC feels that there is a conflict, they have the responsibility to challenge the orders. If the detailers disagree with EPMAC's decision, they then have the right to challenge this decision through their chain of command. This most recent change in the order writing process could mean possible delays in the receipt of your orders. So, it's very important that you submit

Continued on next page

OS - NEC Management and Removal

As we head into another year, I have some new issues to discuss.

NEC Management. NEC management has again become a major concern. Recently, a ship prepared for deployment with 20 OS2s and four OS1s, but only one qualified ASTAC. The main problem that exists is completion of the pre-requisites for both AIC and ASTAC courses.

Once a member is selected to attend Air Intercept Controller School (CIN K-221-0027), they must meet the pre-requisites set forth in the CANTRAC. The detaching command must send a message to the training facility and NAVPERSCOM (PERS-406C)

stating completion of pre-requisites prior to member transfer. The Sailor must bring the completed pre-school handbook to the class convening and pass a pre-school exam. Failure to complete pre-requisites will result in dismissal from the class. Failure to complete the course can result in loss of orders and re-assignment per MCA priorities.

When a member is selected to attend Anti-Submarine Tactical Air Controller School (CIN K-221-2503), the same rules apply. If you receive orders for AIC or ASTAC without this note, contact the detailer ASAP.

NEC Removal. The issue of NEC removal needs to be addressed.

The Naval Enlisted Code Manual (NAVPERS 18068F) indicates procedures for removal of unused NECs. When personnel maintain unused NECs, they cause an imbalance in the number of authorized billets and qualified personnel. Basically, having an NEC in which you are no longer qualified or are not using sends the wrong signal to the detailer and can impact the ship's mission. It also affects both pro-pay and SRB award bonus levels because we appear to have more qualified NEC holding personnel than we actually have.

Basic Detailing Procedures.

We still receive calls on a daily basis, asking "What is JASS" or similar questions. Everyone should contact divisional and command career counselors prior to calling or E-mailing us for orders. "Be prepared," and know what questions you want answered. Making a list in advance really helps.

Orders Negotiation. As a reminder, you can apply on JASS for one to five jobs; however, you do not *have* to apply for more than one. If you apply for five jobs and get selected for your fifth choice, you are locked into that billet (after all, you requested it). You cannot trade up, cancel and extend onboard three months, or attempt to submit for another job in JASS the next cycle. If you are not sure you desire to be stationed at a command, do not make a JASS application for that command.

IT - Orders are Chopped, continued

applications via JASS as soon as you enter your nine-month window. This will give you the best opportunity to obtain the assignment you want and still meet the needs of the Navy.

Fleet Reserve Requests. Over the past year I've received a number of telephone calls regarding Fleet Reserve Requests. The most commonly asked question is, "Why was my request disapproved?" The most common reason for disapproval is the service member had over 12 months of obligated service left on the date requested for retirement. The second highest reason is the date requested would put the service member six months past their projected rotation date (PRD). The perfect scenario would be to match the service member's retirement date

with their EAOS and PRD. Please review MILPERSMAN 1830-040 for additional information.

Welcome Aboard & Farewell. We'd like to welcome aboard ITC(SW) Glen Jasper, who is reporting from NCTS Puerto Rico. He recently relieved IT1(SW) Celestin as the Atlantic E4 and below detailer. We'd also like to congratulate IT1 Celestin on completing a highly successful 20-year Navy career. We wish him fair winds and following seas as he makes his transition to the civilian community.

*ITCM(SW/AW) J.D. Brown
IT E7-E9 Detailer
PERS-406DR*

*OSCM(SW) Pritchard
OS Rating Lead
PERS-406CQ*

MN - Advancements, SRBs are Here

Over the past year the MN rating has been steadily overcoming a shortfall in personnel. Undermanned commands were very common. Through aggressively supporting recruiting commands and later refining old policies to include E4s in the recruiting ranks, the Navy is making progress in filling shortfalls. Additional benefits in the MN rating are enlistment bonus incentives, SRB incentives, training opportunities and high-percentage advancements from MN3 through MNC. This has made the rating very attractive not only to civilians enlisting in the Navy, but to Sailors from other ratings. Take advantage of these offers while they last.

Forward Deployed Naval Forces (FDFN). USS GUARDIAN (MCM 5) and USS PATRIOT (MCM 7) in Sasebo, Japan, and USS DEXTROUS (MCM 13), USS ARDENT (MCM 12), and by the time this is published, USS CARDI-

NAL (MHC 60) and USS RAVEN (MHC 61) in Manama, Bahrain, are priority one for detailing. Many of the Sailors I've spoken to enjoy the operational tempo and the ownership of these ships. Sailors who wish to extend their tour of duty at these commands may apply for Overseas Tour Extension Incentive Program (OTEIP) or In Place Consecutive

Overseas Tour (IPCOT), and get either incentive money or leave, depending on the option selected.

It is good to be a mineman!
Navy life... getting better every day!

*MNCS(SW) M. W. Thanscheidt
MN Detailer
PERS-406EM*

TM - Get Qualified Now

Are you ready for the promotion board? Do you have your warfare qualification yet? There is one sure way to get ready. Sea duty billets are plentiful and must be filled in accordance with Manning Control Authority prioritization. With the downsizing of the TM community, the best way to be competitive is your willingness to go to sea and take other challenging assignments (Pre-commissioning,

Type 4, Type 2 and overseas). Not everyone gets those challenging jobs, so what else can you do? Qualify as a Master Training Specialist. Complete a college degree. Seek and qualify in a special programs assignment.

Each job is what you make it, so accept the challenge!

*TMCM(SW) Junious Scott
TM Detailer
PERS-406EW*

STG - England, Japan Need You!

First of all, welcome to STG1(SW) Buckmann (schools coordinator), coming to NPC from the LFA Det Whidbey Island, Wash. Fair winds and following seas to SGGC(SW) Cavillo on his transfer to sea duty.

Congrats to all of our new chief petty officers. Your new detailer is STGCM(SW) Campbell. His phone number and E-mail address is in the Detailers Directory the in back of this issue. Please contact him as soon as possible to discuss your future assignment desires.

In this issue I'd like to cover a few exciting career opportunities available in JASS. Overseas assignments in St. Mawgan, England and in Japan offer a Sailor and their family rewarding cultural experiences that can last a lifetime. The Naval Ocean Processing Facilities

(NOPF) at Whidbey Island, Wash., and Dam Neck, Va., provide sonar technicians with a chance to excel as an acoustic analyst or preserve maintenance skills in the upkeep of critical mission essential equipment. If it's training you desire, the sonar rating can offer maintenance and supervisory training pipelines for qualified Sailors. Other high-priority billets are available at FLEASWTRACEN San Diego, for instructors and maintenance personnel.

If you have any questions, please contact your command career counselor or detailer.

*STGC(SW) Stelling
STG E1 - E6 (Lant) Detailer
PERS-406EU3*

HM/DT - Detailers Here for the Sailors

Hello shipmates! I am HMCM(SS) Neil F. Geletka, the new head detailer for the HM/DT ratings. It will be my distinct honor and privilege to serve you for the next three years. First, I would like to thank HMCM(SS) Sanderson for the hard job he did here and wish him the best of luck at his new job. Since I have been here, I have learned a heck of a lot. I would like to pass some of this info to you.

First, do not apply for a JASS position unless you want it! There is no rule that you have to put in for five requests, or any at all, but if you ask for it, the chances are you can get it.

Second, for E7 and above, do not reenlist for six years and think you can get out by putting in a Fleet Reserve request if you have not finished that reenlistment. There is a philosophy here that if you have one year left on an enlistment and put in for fleet reserve, it could be disapproved. So plan ahead before you reenlist.

To the CMCs and the command, I *am not* here to make sure your command is manned correctly. I *am* here for the Sailor, who is negotiating for orders, to retain them in the Navy. There are five people at EPMAC in New Orleans, La., that are there to specifically help you with command manning issues (see box).

This may sound harsh, but you know how hard it is to reach the detailers. This is because a lot of the

detailers are busy answering manning questions instead of talking to the young Sailors and giving them advice on their career paths.

I am really looking forward to helping out the Sailors as a detailer. Each one of you is very important to me. I welcome all phone calls, especially from the senior enlisted trying to help out their Sailors. Go Navy...stay Navy!!!

*HMCM(SS) Neil F. Geletka
Lead HM/DT Detailer
PERS-407CB1*

EPMAC Medical POC's

HMCM Williams, Division Officer, Comm (504) 678-0435
HMC Moss, overseas FMF units and overseas commands, (504) 678-5004
HM1 Simpson, commands/FMF units west of the Mississippi River, (504) 678-6712
HM1 Dinneny, commands/FMF units east of the Mississippi River, (504) 678-5001
DT1 Ellis, all dental commands, (504) 678-6711

HM - New Detailer

As I return to sea on board the USS EMORY S LAND (AS 39) in La Maddalena, Italy, I would like to thank everyone for their continued support during my tour at NPC. We have worked around many obstacles, from the always present undermanning issues to PCS/TEM DUINS shortfalls. Despite these obstacles, we've tried to keep the fleet manned and our Sailors happy.

I am proud to have had the opportunity to be your detailer and feel confident that HMC(SS/FMF) Chuck Collier, reporting from the USS WYOMING (SSBN 742) in Kings Bay, Ga., will keep us moving forward. I ask you to give him the same support as you gave me.

I strongly encourage each of you to strive for challenging and career-enhancing billets no matter how hard it may appear. Again, my sincere thank you to all the CCCs, CMCs and shipmates who made my job easy.

*HMCS(SS) Sherman E. Boss
HM 8402/07/16/32/51/52 Detailer
PERS-407CJ*

New HM/DT RAO

Greetings! I am LT Ruby Tennyson, replacement for LT Michael Lane as the Rating Assignment Officer for Hospital Corpsmen and Dental Technicians. I will continue to provide you with outstanding service. For over 20 years, my career has been crafted and guided by quality advice from each of my own detailers.

Make the most of each assignment, strive for leadership positions, take the hard to fill billets and enroll in off-duty education. Nothing can substitute for sustained superior performance. I am truly excited about taking this job and looking forward to the future challenges.

*LT Ruby Tennyson, MSC, USN
RAO, HM/DT Assignments Branch
PERS-407C*

DT - The Word on Spouse Collocation

Getting married soon? Are you and your active duty spouse familiar with the spouse collocation policy set forth in the Enlisted Transfer Manual?

The general policy of the military couple assignment is for the detailers to make every effort to allow military couples to move together and serve together whenever possible in the same manner as service members with non-active duty spouses.

There are no provisions for assignment to duty near a civilian spouse, including civilian government employees.



Military couples desiring collocated assignment must separately submit a NAVPERS 1306/7 to their detailer noting their military couple status, spouse's name, rate, SSN and present duty station.

Military couples will not be assigned together on the same ship, and will not be assigned to the same UIC unless they'll have different reporting seniors. In the case of a member assigned to shipboard duty who marries another member assigned to the same ship, the member who has completed the longer period of sea duty will be reassigned as soon as possible.

The assignment of married Navy couples to isolated duty stations is authorized on a voluntary basis. This is with the understanding that both husband and wife will be treated as individual service members and quarters for joint residence may not be available.

When marriage occurs and/or requests are submitted after orders have been issued, orders may remain in effect. Modification will be considered if it will not result in a gapped billet, adversely affect the gaining command's readiness or preclude use of recently acquired skill/training.

Member's requesting training must be advised that they may not be eligible for spouse collocation in conjunction with this training assignment. Additionally, members completing training will be assigned to an appropriate tour that may preclude or limit spouse collocation consideration for the duration of this post training assignment.

While no single outcome will ever be identical to another, we recognize each couple's uniqueness. Yet we must work in accordance with ENLTRANSMAN 3.21 and MILPERSMAN 1820340. If you have questions, please contact your command career counselor's office for guidance in locating the above references.

As always, my objective is to help you and your spouse establish direction, including developing a vision and strategy for getting there.

DT2(FMF) Nicole Marquez
DT E4 and Below/8732/83 Detailer
PERS-407CD2



HN Keith Wilson cleans the mouth of Adam Melonas, the four-day old son of FC1(SW) George Melonas, at the U.S. Naval Hospital in Yokosuka, Japan. Petty Officer Melonas is assigned to USS KITTY HAWK (CV 63). U.S. Navy photo by PHAN Jennifer Bell.

HM - New “A” School Detailer

I am HM1(SW/AW) Carnell Boyd, reporting from USS ENTERPRISE (CVN 65). I’ve relieved HM1(FMF) Hankins as the HM “A” School detailer.

My selection, as detailer, is by far one of my greatest achievements thus far in my career. I intend to give the best customer service to my constituents. While learning the detailing process, a few thoughts have occurred to me, that I will share with you.

It’s Your Career! Worldwide assignments are a fact of life in the military. You must be willing to take orders for overseas or sea duty in your career. I encourage you to accept the challenging/rewarding duties early on. It makes advancement that much easier.

Contact Your Detailer! As the HM “A” School detailer, I don’t see JASS applications, but I encourage

constituents to keep their LPOs, LCPOs, CCCs, class advisors, etc. informed of career intentions.

The biggest fight for the Navy today is retention. The economy is the best it has been in over 30 years, which makes manning an all volunteer Navy very difficult. We see changes on a regular basis aimed at retaining qualified personnel.

My tour as detailer is dedicated to my constituents. You must know that your careers are important to me. I look forward to serving you and your families.

*HM1(SW/AW) Carnell L. Boyd
HM “A” School Detailer
PERS-407CK1*

HM - Open Lines of Communication

Greetings, shipmates! I do hope you all enjoyed your summer. As a new season encroaches upon us, I’m reminded of change. Change is inevitable, whether in the seasons or the way in which we do business. A few weeks ago while lumbering in the sauna, an elderly gentlemen came in (let’s clarify that, an old salt); he was full of stories and events of our glorious Navy’s past, and how things used to be. Being the eager beaver that I am, and despite the heat, I listened intently. After telling him that I was a detailer, he paused and proceeded to tell me how detailing was “back-in-the-day(BITD).”

Folks, there’s nothing like a little history to make you humble and appreciate your circumstances just a little bit more. In particular, he mentioned how BITD they submitted their duty station preferences on cards, and that on his card he wrote down his desires to be stationed anywhere in the southwest. Well, he ended up in South Weymouth, Mass. Close, but no cigar.

Today, we have JASS, E-mail, voice-mails and orders are written, signed, sealed and delivered in a matter of minutes. Without question, we’ve come a long way. However, one thing that hasn’t changed is that you, our people, just like I’m sure it

was BITD, remain our most precious resource. Your efforts, in every clime and place, make our Navy what it is today, and keep her on course into the future. I’m proud to serve with you! Navy life, getting better everyday...pass the word.

Semper Fi!

*HMCS(SW/AW/FMF) Glenn Arrington
HM E6-E8 (8404/0000) Detailer
PERS-407CE*



LINK E-mail address:

link@persnet.navy.mil

HM - Work With Your CCC, JASS

Hello, I am HM2 Lori Curtis. I relieved HMC Dawn Fuston as the HM 8434/95/96, 8503/05/06 Detailer. I will do my best to live up to the outstanding customer service that Chief Fuston implemented in her three years at NAVPERSCOM. The Web Site for these NECs will continue to be updated as manning changes and issues arise.

As you know, JASS is viewable on BUPERS Access. Its never too early to start looking and thinking of your next career move. Please remember, I cannot write orders until your nine-month window. Every attempt will be made to keep you within the mandated sea/shore rotation.

Please continue to utilize your command career counselors, as they have a wealth of knowledge to assist you in your career path. I fully support Navy retention, if you are close to your EAOS and walking that "wire," please call me and let's see if we can work something out that will benefit all. Your career and progression in the Navy is very important to me. I look forward to working with our community and welcome your E-mails and phone calls.

*HM2 L. A. Curtis
HM 8434/95/96, 8503/05/06 Detailer
PERS-407CR*

HM - Use Internet, BUPERS Access

As a reminder, periodically review the NPC Web Site on the Internet, at <http://www.persnet.navy.mil>. Many Sailors have saved it as a "favorite," but how many of us use it regularly?

There is constant change in the Navy life that may affect your career. These updates are reflected within the links of this page. HMC(FMF) Adams, PERS-407 Webmaster, does a great job for the hospital corpsman and dental technician communities through her efforts to provide you with current information.

Have you tried the BUPERS Access link? It's as simple as clicking the Login button and setting up a password. You'll be able to provide yourself with personal career information on advancement results, application status, orders status, selection boards, SRB, duty preference (when was the last time you updated this?), swaps and JASS billets (**View Only**).

The PERS-407 Web Site no longer shows the available requisitions due to JASS on BUPERS Access. Detailers do update community-specific information there. Use these tools and help us help you. Stay motivated!

*HMC(FMF) Barbara Dwyer
HM 8454/63/66/67/78/79/85 Detailer
PERS-407CT*

Navy College Program
<http://www.navycollege.navy.mil>

HM - Your New Detailer is Here

Hello Shipmates! I'm HM1(FMF) Paul Fitzsimmons, one of the newest members of the HM detailing team. I would like to say farewell to HMC Haag, and wish him the best of luck in his new assignment. I appreciate the vast knowledge he has shared with me. I am looking forward to serving you as the E5 0000/8404 detailer. When you are in your nine-month window, please apply for your new assignment through JASS. Remember, when you are applying for orders, select duty stations that are in keeping with your sea/shore rotation.

Again, I am looking forward to serving each one of you over the next three years. If you have any questions, feel free to give me a call or drop an E-mail. "Navy life... it's getting better every day."

*HM1(FMF) Paul Fitzsimmons
E5 Sea/Shore 0000/8404 Detailer
PERS-407CN*

We're Supporting the Tip of the Spear

Shipmates, I'm CWO2 Kelley, the new PERS-408C Rating Assignment Officer. I relieved CWO3 Morris, who's heading to DLI in Monterey, Calif. First things first! I would like to congratulate all those newly selected chief petty officers. Your dedication, fortitude and ability to support your Sailors obviously paid off. Now that you're wearing the khaki, it's your turn to prepare your Sailors for advancement to chief.

In the short time I've been here, I've noticed and pondered several issues which I will pass on to help enlighten you on the tough issues we face as detailers.

The CTT/EW merger is quickly approaching. Any questions can be addressed to the EW or CTT detailers or technical advisors. Also, information is available on the CTT/EW TECHAD Web Site, at http://www.persnet.navy.mil/pers2/n132d8/ew/ew_web_page.htm.

IS rating manning is booming. E6 and below manning has increased from 95 percent to 122 percent. The rating has enjoyed a healthy increase in the number of Sailors requesting to cross-rate into the IS field.

Another issue I'd like to discuss is the 1306/7 requests we receive. I normally see 20 to 30 a day, and I'm concerned that several are being submitted without the CO/OIC's endorsement and/or number of months the command is willing to have a billet gapped. It is paramount that the CO/OIC signature block and relief/months gapped blocks are filled out. Any omission delays processing of your request. The average 1306/7 takes a minimum of 30 to 45 days processing time.

Each month, PERS-408 forwards a PRD notification message to applicable commands concerning personnel who are within seven months of their PRDs and have not yet successfully negotiated for orders. Often, the Sailor is on leave or TAD and are unable to contact us. We must rely on the command to contact the Sailors to ensure they're given the opportunity to discuss career options. This prevents the Sailor from receiving orders without benefit of negotiation. However, ultimately the command (e.g., the command career counselor) and the individual are responsible for keeping abreast of PRD and EAOS dates and how the dates affect an individual's career planning.

Several commands have expressed a desire to have more detailer site visits. We schedule an itinerary a year out, so it is often very difficult to arrange funding for

short-fused trips. To quantify our schedule, our 14 detailers made over 70 command visits last year. This is not to say it can't be done, but our TAD funding is extremely limited. Funding by the requesting command may be necessary in order to afford us the opportunity to visit your command. Detailers have limited negotiation capabilities while visiting commands, and when a detailer or both detailers are visiting other commands, their absence limits our ability to deal with the detailer's community. Bottom line, commands have asked for more detailing visits, but need to understand the impact the visits have on support to fleet or high-priority shore command requirements. But, if your command wants a site visit, we'll try to oblige the command's desires.

If you have pets and are planning to travel in the summer months, you may have problems during your transfer. The airlines have stated that they will not transport animals during the summer months due to excessive heat in the baggage compartments. If your pet's container fits under the seat, that is an option. I recommend that you contact the airlines for specific regulations and have all necessary paperwork prior to traveling in/out of CONUS. If traveling overseas, ensure you are familiar with the quarantine laws of the country you're being assigned to. Remember, you, not the Navy, are responsible for the cost of the quarantine period.

Although negotiating orders is our number one priority, we also support Sailors through order modifications; PRD adjustments; spouse co-location requests; waivers involving time on station and overseas family screening, high year tenure and fiscal year waivers. We make recommendations to conversion and early separation packages, and Fleet Reserve requests.

In closing, here's how you can help us. Maintain your rating's prescribed rotation. Be flexible in your career options. Take the hard jobs and excel in them. Go to sea when it's your time to relieve the watch. In other words, do the Navy's work.

I look forward to supporting your needs, the needs of the fleet and CNSG requirements.

*CWO2 Sam Kelley
Rating Assignment Officer
PERS-408C*

IS - Help the Detailer Help You



I recently reported onboard NAVPERSCOM from USS KITTY HAWK (CV 63), home ported in Yokosuka, Japan. Having relieved ISCS(AW) McNeil as the Senior IS Detailer, I know I join every "IS" in thanking him for serving our community so well during his tour. Two reasons I took this assignment were to serve the IS community and to

help Sailors. I can't do this alone; here is how you can help me help you: First, know what your detailing window is. Your window opens nine months prior to your PRD and ends at six months before your PRD. Look on the back cover of the *LINK*. At the six-month mark, you need to be under orders. If you are applying for a tour within the USDAO/DHS

structure, or DEVGRU, start negotiations one year prior to your PRD.

Secondly, do not apply for programs or billets you are not qualified for. Work with your LPO, LCPO and command career counselor to ensure you meet program eligibility prior to submitting requests or making a JASS application.

Next, know how to read and apply for billets via JASS. This is a good system with some built-in flexibility. Ask yourself the following questions: Are you applying for billets within your pay grade? Are you applying for billets with the right sea/shore rotation in mind? Are you applying for more than one billet per requisition cycle? Did you include remarks to indicate any special concerns? See your command career counselor for details.

Lastly, communicating with your detailer is very important and has never been easier. Our primary means of communication is E-mail. If you don't have access to E-mail, I'm sure your supervisor and CCC do. There is also the telephone. You can call me DSN or commercial; you can even call collect! Voicemail ensures your call will not be missed. The bottom line is that there is no excuse for not communicating with your detailer.

*ISCS(SW/AW) Lavieri
IS E6 and Above Detailer
PERS-408CD*

CTI - Working Groups

Shipmates, first and foremost, I'd like to offer a word of thanks to CTIC(SG) James Murphy as he departs for Commander, Navy Recruiting Command. Chief Murphy has made many improvements to the CTI community and has had a positive impact on manning, readiness and training. As the first E5 and below detailer in CTI community history, he proved without a shadow of a doubt that the decision to establish his position was the right one.

CTI retention for first term has increased 16 percent during his tenure as E5 and below detailer. His judicious use of no-cost moves, DLI seats, sea duty incentives, the OTEIP and COT programs, GUARD III/GUARD 2000, MECCAP, MLP, JMIC and other assignment tools greatly assisted the Navy-wide retention push over the last three years. The CTI rating is possibly less than three years from coming off the "critical rating" list – a list based on manning within a rating – which is a testament to the long-term impact Chief Murphy had on

our community. Fair winds and following seas, shipmate. Thanks for the exceptional work.

I'd now like to welcome his replacement, CTIC(NAC) William "Wild Bill" Keown, coming to us from CSG Bahrain. He has huge shoes to fill, but I trust with Chief Murphy's expert guidance, he'll be on a steady course. Chief brings dual-language qualification to the table, since he is both an Arabic and Russian cryptolinguist. That will certainly help him guide assignments in our extremely diverse community through the next three years.

Chief Keown and I went to COMNAVSECGRU in mid-June to attend the CTI Working Group. The goal of this working group was to make recommendations to Admiral Whiton that would change CTI manning structure to increase exposure to language use.

I have never been to a more dynamic and open-minded conference in the 18 years I've been in the CTI community. Discussions were

Continued on next page

CTO - Meeting or Breaking Rotation

Congratulations to the new chiefs. The good news is that your advancement means more pay and additional responsibility. The less-than-good news is that it limits your choices of duty. With fewer choices, Sailors often ask "Can I break my rotation for duty at ...?"

Why have sea/shore (or as it applies to CTO, CONUS/OUTUS) rotation? Answer: It provides stability and assists in filling billets to ensure fair and equitable sea/shore duty for everyone rating-wide.

What determines rotation? Rotation is based on the number of billets for each rate/rating. For example, there are 19 CTOCM billets: 14 are CONUS billets (73 percent) and only five OUTUS billets (27 percent.) This establishes rotation for CTOCMs as 3-CONUS/1-OUTUS.

CTI - Working Groups, continued

extremely lively, and fully half of the CTICMs in our rating were represented, along with five detailers (three former, myself and Chief Keown), two enlisted community managers, representatives from CINCUSNAVEUR, CINCPACFLT, DLI, Goodfellow, NSA, CTEP, NTTC Corry Station, Fla., and CNSG Manpower and Training elements.

The findings of the working group will result in far reaching changes to our community. First and foremost, all jobs will be language-focused. Our jobs at sea and on shore differ greatly, but the commonality has been and will continue to be language fluency. Members of the working group took your concerns to heart. Information that you provided in the CTI survey and during recent site visits by CNSG representatives portrayed limited DIRSUP challenges and a mixed bag of shore assignments. The working group took action to focus on the positive aspects of language intense duties and made recommendations to reduce the negative aspects of some of the less challenging duties that we must perform to protect the fleet. Our impetus is to provide challenging, language-focused duties that constantly challenge and motivate you as a Sailor.

*CTIC(NAC) Joe Loomer
CTI E6 and Above Detailer
PERS-408CE*

With these questions answered, you can understand why we place a greater emphasis on maintaining your rotation. It's accepted that proper rotation is good for your career. Also, keeping in rotation provides a greater opportunity for career progression at a variety of duty stations. Breaking rotation is at the detailer's discretion and usually won't occur unless there is a valid reason. These reasons may include: To fill a high priority or hard to fill billet; spouse collocation; cost of move and/or savings; or, the needs of the Navy.

The most important reason may be the last one mentioned above, "Needs of the Navy." This may affect your choices for your next duty station, regardless of your rotation. This is where we, the detailers, have to make the hard decision to determine what billet should be filled.

Generally we will allow you to break rotation to fill a sea duty billet or continue overseas duty. We do not normally break rotation for shore duty, but if we do, it usually comes with certain conditions if it's requested by the member. These conditions may include a request for additional OBLISERV to fill an OUTUS billet upon your next transfer.

Our rotation allows for good career progression. It includes the opportunities for a sea duty tour, overseas duty (2735/9188/9303) and then a CONUS tour (Instructor duty, normal shore tour or maybe an out of rate tour, such as recruiting or RDC). These options allow for varied duty stations and a variety of experiences, all necessary in your continued advancement.

If you are a first term CTO, you may request STAR reenlistment (four, five or six years) for either 9185 or 9303 "C" School. These schools were recently added to the Career Schools List (CSL) per NAVADMIN 176/00. Upon successful completion, you may be advanced to E5. This is a career enhancing reenlistment option that gets you school and possible advancement. See MILPERSMAN 1160-100 for more information on the STAR program.

If you have questions concerning your rotation, STAR, current "needs of the Navy," or what options may be open to you, contact myself or CTOCS(SW) Kelly for guidance.

*CTOC(SW) Anthony D. Joyce
CTO E5 and Below Detailer
PERS-408CG1*

CTR - The Needs of the Navy

Congratulations to our newly selected CPOs. The selection process was, once again, very competitive. If you weren't selected, don't lose hope. In preparation for next year's board, talk to your chain of command, especially your chief, to find out how you can make yourself more competitive within your peer group.

What control do you have involving your career? You definitely have a considerable amount of control over your next duty assignment. The most important thing to remember is that you must have realistic expectations regarding your career choices. For example, if you're a petty officer stationed at Fort Meade, Md., on Type 1 duty, and are asking for orders to Fort Gordon, Northwest or another re-tour at Fort Meade in another Type 1 duty, this is not a wise or a realistic career choice. A selection board looks favorably upon a Sailor who maintains proper rotation (see your chief or CCC for more on this). Also, it is advisable that you negotiate orders as early as possible to increase your chances of getting the orders you desire or need to make yourself more competitive.

What effect does a Sailor who is unwilling to maintain rotation or take the hard tours (e.g., at sea) have on readiness? The Sailor's unwillingness means that someone else must do the job. Who is this "someone else?" Many Sailors in our community think that as long as it's not them, they don't care. That "someone else" is your shipmate. Granted, within the CT community there are more shore billets than sea,

but filling the sea billets remains our number one priority. Be ready to relieve the watch.

Detailers have certain policies and procedures they must strictly follow. One policy they must adhere to is to fill the Navy's "high priority" billets first (as prioritized by EPMAC and MCA). These normally are sea duty and special programs (PCS afloat, direct support, aircrew, special warfare and recruiting). When you view the requisitions on JASS, you'll always see these billets. Unfortunately, many of our Sailors believe they are exempt from being assigned to these billets.

Before making your next career move, ask yourself a few

simple questions. Have you done all that you should for your Navy and your country during your enlistment? Have you ever relieved the watch at sea? Have you maintained your rotation to allow personnel overseas or afloat the opportunity to return to a CONUS assignment? If you answered "no" to any or all of these questions, then you need to seriously start thinking about making a real "career move." To find out more about any of these "needs of the Navy" moves, contact your detailer.

*CTRCS A. E. Henderson
CTR E-6 and Above Detailer
PERS-408CH*

CTA - Opportunities Abound

Within our community I've heard it said that too much credence is given to Sailors with warfare devices. This is a real easy fix - earn a warfare device. Sustained superior performance is the cornerstone of advancement. However, we have a lot of sharp Sailors competing for advancement and any and all extra merits you have, warfare devices, tough tours, education, etc., will enhance your career path.

Current CTA manning is exceptional and still affords a wide variety of billets that are unique and challenging. Computer skills have replaced most of our traditional manual techniques and the new CTA "A" School is impressive. The diversity of our billets has always been one of our advantages and will continue to provide interesting

career availabilities. More of us work in joint service, independent and non-cryptologic specific billets that require us to learn an extensive amount of new administrative information. Many people have completed two or three consecutive tours outside the NAVSECGRU arena, and the job scope has changed significantly. With this diversity, it is everyone's responsibility to keep up to date with the latest information and advancement requirements. Currently, there are 1,070 CTAs with 68 sea duty billets; 40 in the Pacific, 25 in the Atlantic (one in Mayport, Fla.) and three in special projects. Twenty-six billets are filled by females, with more becoming available as requirements allow.

Continued on next page

CTM - Rating Merger-Fact or Fiction?

Unless you've been hiding under a rock, you're bound to have heard scuttlebutt about the CTM/CTO ratings merging into the new rating. Talk has been sweeping through these two ratings like wildfire as if the merger were just around the corner. That's not exactly the truth, and perhaps you should know this before entering your detailing window. Let's separate fact from fiction.

Fact - Commander, Naval Security Group Command, appointed select personnel at CNSG Headquarters to conduct fact-finding studies related to a possible rating merger. Assisted by the enlisted community manager, detailers and key personnel throughout the claimancy, potential pros and cons were determined and passed back to CNSG.

Fact - The initial information collected indicates that a rating merger would most likely be beneficial to the claimancy. Based on this fact, CNSG hosted a CTO/CTM merged-rating Requirements Working Group last May to collect additional information. This data is still undergoing analysis, along with further data collection, prior to it being submitted to CNSG for review.

What does all this mean? While many of us are certain that one day our two ratings will merge into one, CNSG does not yet have the necessary data to convince the CNO that this is what needs to happen. Those of us who have been around awhile are keenly aware that it's taken over five years to develop and implement a POA&M for the CTT/EW rating merger. CNSG has scheduled at least three more fact-finding/solution building working groups before a POA&M can be developed. They are the CTO/CTM merged rating Billet Structure, Transition and Training Working Groups. Each is complex in nature and will lead to months of preparation in order to turn their findings into reality.

CTA - Opportunities Abound, continued

New billets: HQ AF South Naples, DHS (DIA) Headquarters, USS BUNKER HILL (CG 52), USS ANTIETAM (CG 54), USS PRINCETON (CG 59), USS LAKE CHAMPLAIN (CG 57) and NSGA FM/DIO.

CTACS(SW) Thaddeus Apa
CTA Detailer
PERS-408CK

Fiction - "With the new merged rating right around the corner, I need to develop proficient computer networking skills right now or I will not have a job in the future." Nothing could be further from the truth. No one will be out of a job because they do not have the 2735 NEC. As we prepare for a shift within CNSG to meet future challenges, it will become apparent that the vast majority of CTMs and CTOs will have developed the required skill sets along the way, more out of necessity than desire. Traditional skills no longer prepare our young Sailors for the challenges they face.

Are you aware that CNSG and CNET have been working diligently to determine future training requirements in reference to resources and throughput issues? Did you know the CTM and CTO "A" School In-progress Review was recently completed? This review resulted in a complete restructure of both the CTM and CTO "A" School training pipelines. Both ratings will participate in a 56-day common core training session that places emphasis on networking skills to include: operating systems, PC hardware, networking concepts and systems integration. Want to do your part in helping shape the future training needs of your young Sailors? Visit NTTC Corry Station's Web Site at <http://www.navy.mil/homepages/nttc>, and select the "Fleet Training Feedback" option. Your two cents may go a long way in helping define training requirements.

Everyone knows computer technology is constantly changing. The Navy is working hard to keep pace with industry standards on shore and at sea. IT requirements exist just as much at sea as they do in any cubicle at NSA. Don't be afraid to seek opportunities at sea for fear of being isolated from the world of information technology. If the terms "IT-21" and "smart ship technology" don't sound familiar, see your CCC.

Yes, we currently do have a limited number of training seats and billets coded for IT skills available to us, but the numbers are growing. Work hard in your current job assignment and take advantage of all training resources made available to you locally - NETg, college and Internet-based courses. The list of resources available to you via the Internet is only as limited as your imagination.

CTMCM(SW) J. Warrick
CTM E6 and Above Detailer
PERS-408CF

EW - Yes, Training is Available

You've just entered your detailing window and you're wondering what you can do to improve your follow-on assignment options? First of all, be realistic. Next, look at JASS. JASS lets you see what is currently available, and can give you an idea on manning conditions. To make it even easier, it's now available on the Internet via BUPERS ACCESS (I've included the URL at the bottom of this article).

We currently have a shortage of personnel to move to MCA priority billets. If you're thinking of extending, give this decision some careful thought. Remember, we are a sea-intensive rating. When your shore tour is up, requests to extend will be considered on a case-by-case basis, but in most cases will be disapproved. If you desire to extend at sea, take a look at your command EDVR to determine if you're eligible. If your command is billeted for one E6 and there are two onboard, your chances of extending at that command are slim. However, if you desire to remain in the area, and if that is what is most important, another command may be able to benefit from your experience. Call the detailer if you have a question. Although the CCC is there to assist you, he is not the rating expert. The detailer is there not only to write orders but also to provide you career advice and recommendations.

We frequently hear, "I'm not a technician and I'd like to get maintenance training. Is it available?" The answer is yes. Get with your CCC and check your ASVAB scores. If your scores are not quite high enough, consider the functional skills assessment test. This test will identify areas you can improve on that will greatly enhance your testing skills. After you complete functional skills, re-take the ASVAB test. Once your scores meet the criteria, your next step is to request (via 1306/7 for STAR reenlistment) maintenance training. As a rating in the AEF program, we require a six-year reenlistment (first termers) for school. School will take approximately 10-12 months. From there you're sent back to sea for a 24-month tour. This tour will hone your new tech skills. After your sea tour, you'll be eligible for shore, and technicians generally have more options available for shore duty (SIMA, FTSC/LANT/PAC, etc.).

We've started to move EWs to CTT billets and CTTs to EW billets. This requires direct contact with your detailer, so do not make a JASS application for a

CTT billet (if you're an EW) or vice versa. There are considerations/limitations that your detailers must look at prior to finalizing your application. We want you to have the advantages and benefits of both ratings, so let us work with you.

Lastly I'd like to address the EW Symposiums sponsored by the FLTCINCs and TYCOMs. These are held for the benefit of the whole rating. A great amount of time and effort are expended to ensure you receive the most up-to-date and accurate information regarding your rating. If you are in port during a symposium, it would be beneficial for you to attend since many of the questions I hear every day are answered at the symposium. It also gives you the opportunity to meet the senior leadership of our rating. We need your input to keep the EW rating, and in the future, CTT, healthy.

Some links for EW/general information: <https://www.bupersaccess.navy.mil/>; http://www.persnet.navy.mil/pers2/N132D8/ew/ew_web_page.htm, and <http://www.cnet.navy.mil/netptdc/>.

*EWCM(SW/AW) Paul Bower
EW E6 and Above Detailer
PERS-408CL*

CTT - The Basics

Hello, shipmates. I am CTTC(SW) Joe Romano, and I am glad to be onboard as the new CTT detailer. First, I want to thank CTTC Fred Rogers for his hard work on behalf of our rate. Chief Rogers served our community for the last four years, and helped pave the way for the upcoming EW/CTT merger. I wish him the best of luck in Norfolk, Va.

As your new detailer, I would like to review some basics. Your opportunity to negotiate orders is from nine to six months out from your PRD. On the back of this publication is a chart that you can use to understand exactly when you must be under orders. Take this seriously! I have noticed that too often the first time we talk with a Sailor is a few days before their negotiating window is up. I would much rather hear from you as you

Continued on next page

Sea Special Programs

LCAC - Operators Needed Now!

Hello, I'm BMCS (SW/FMF) Tim Beaman, your new Landing Craft Air Cushion (LCAC) detailer. I look forward to working with all of you in the fleet. I wish fair winds and following seas to GSEC (SW) David Luther and family as they depart beautiful Millington, Tenn., for Little Creek, Va., where he'll embark on a rigorous training pipeline to become an LCAC Craftmaster. I'm sure our shipmates at EWTGLANT and ACU-4 will take good care of him as he commences his new journey.

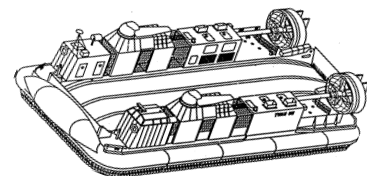
Let's get down to business. For Sailors in the LCAC program and those that want to be in the program, we need you! There are plenty of openings on this elite team. Screening and training for LCAC is one of the toughest in the fleet, but if you've got the desire, we've got a home for you! During overseas deployments, LCAC Sailors are eligible for all warfare qualifications and advanced watch standing qualifications. If you are currently attached to one of our units as a maintenance technician, whether

shore or sea, then you are a prime candidate for this program.

An LCAC crew consists of five crewmembers with the craftmaster having many of the same responsibilities as a captain of a ship. Craftmaster (NEC 0167) is open to all surface ratings E7 to E9. Having sole responsibility of a \$21 million craft is an excellent opportunity for advancement. LCAC Engineer (NEC 4131) is open to the following engineering rates: GSE, GSM and EN. All applicants must be at least E5. This position has the same role as a ship's chief engineer. In addition to engineer training, you will be cross-trained to fly the craft in case the craftmaster becomes incapacitated. LCAC Navigator (NEC 0304) is responsible for mission planning, navigation, beach assaults and all craft communications. This position is open to OS and QM, E5 and above.

If your PRD is approaching your detailing window, give me a call so I can explain more of the benefits of this exciting and challenging program. Visit our Web Site at <http://www.persnet.navy.mil/pers409/lcac.htm>.

*BMCS(SW/FMF) Tim Beaman
LCAC Program Detailer
PERS-409CD4*



CTT - The Basics, continued

enter the nine-month window. This gives us both time to work through any potential problems.

JASS system. Before making a JASS application, think it through. Once selected, you are ineligible to put in another application. If you have a question about a billet, talk to the chiefs at your command or give me a call. I'll either give you an answer or get you in contact with the people who can.

EW/CTT merger. This is scheduled for Oct. 2003. Already, CTTs are stepping up to the plate and filling EW billets at sea. The CTTs at sea are succeeding and generating some good word of mouth for our rating. Keep these billets in mind when you are up for orders. This will be very career enhancing and might afford you an opportunity to be stationed in an area you might not otherwise be able to get. Likewise, as EWs complete

their final clearances, they have been selected to fulfill CTT billets ashore.

Special Warfare Billets. The SWCC school is back on line as the training pipeline for these billets. If you are in excellent physical condition and looking for a challenge this could be the job for you.

To the khakis of our community: I'll need your help to succeed in this job. If you are having problems or concerns with your manning or the detailing process, let me know. We will need to work together to ensure our commands continue to have the right manning to meet mission requirements. Already, your support has been crucial with regard to taking care of our Sailors and helping them come to the table with realistic expectations.

*CTTC(SW) Joe Romano
CTT Detailer
PERS-408CJ*

Sea Special Programs

New Construction Detailers Ready to Start Manning Three Ships

Hello, I'm AE1 (AW/SW) Martin Taranski, the newest detailer on the New Construction Team. I transferred from one of the best squadrons in the fleet, HSL-44, "Swampfoxes" in Mayport, Fla.

Since my arrival, I have learned that New Construction is the way to go if you are looking for a challenging and career-enhancing billet. If you decide to take one of our billets, you must go through your rating detailer first. Once you are released from your rating detailer, we will assign you to a New Construction ship. We are currently manning USS SHOUP (DDG 86) for phases one and two, with take-up dates of Feb. 2001 and May 2001, respectively. The SHOUP is a West Coast asset. In addition, we are manning USS MASON (DDG 87), an East Coast asset, for

phase one and phase two, with take-up dates of March 2001 and June 2001. In approximately six months we will detail USS PREBLE (DDG 88), a West Coast asset, and in Aug. 2001 we will begin detailing USS SAN ANTONIO (LPD 17).

Sailors who receive orders to New Construction must be able to complete and pass the New Construction screening in ENLTRANSMAN Chapter 10, and a "fit for sea duty" screening before executing orders. If you have any questions, please visit our Web Site at <http://www.persnet.navy.mil/pers409>, or contact one of the PERS-409 detailers. I look forward to working with you!

*AE1(AW/SW) Martin Taranski
New Construction Detailer
PERS-409CD7*



New Construction

<u>Name</u>	<u>Hull No.</u>	<u>Homeport</u>	<u>Delivery Date</u>	<u>Detailer</u>
CHURCHILL	DDG 81	Norfolk, Va.	Oct. 2000	HT1(SW) Hendrix
LASSEN	DDG 82	San Diego	Feb. 2001	HT1(SW) Hendrix
HOWARD	DDG 83	San Diego	March 2001	ET1(SW/AW) Baker
IWO JIMA	LHD 7	Norfolk, Va.	April 2001	FCC(SW) Hummer
BULKELEY	DDG 84	Norfolk, Va.	Aug. 2001	ET1(SW/AW) Baker
MCCAMPBELL	DDG 85	San Diego	Sept. 2001	BMCS(SW/FMF) Beaman
SHOUP	DDG 86	*Pacific	Feb. 2002	HT1(SW) Hendrix
MASON	DDG 87	*Atlantic	March 2002	FCC(SW) Hummer
PREBLE	DDG 88	*Pacific	July 2002	AE1(AW/SW) Taranski
RONALD REAGAN	CVN 76	*Pacific	Feb. 2003	OSCM(SW) Hixson

*No official home port announced

Shore Special Programs

We're Always Looking for Recruiters

Hi, I'm PN1(SW) Victoria, your new E4-E5 Recruiter Detailer. I reported onboard NPC last year after completing a three and a half-year tour onboard COMPHIBRON 11, permanently embarked USS BELLEAU WOOD (LHA 3) in Sasebo, Japan. During my first year at NPC, I was assigned as a Congressional Writer/Analyst before accepting the challenge of becoming a detailer. I'm very excited about this new opportunity, and I do look

forward to serving each of you.

If you haven't read our editor's article on recruiting in the April-June 2000 issue of *LINK*, I encourage you to take the time to do so.

If you're an E4 or E5 interested in becoming a recruiter, discuss this matter with your command career counselor or command master chief. These two key leaders in your chain of command are a great source of good counsel and advice. After that is done, and you

have made up your mind to go recruiting, call your rating detailer and ask him/her to release you to special programs (recruiting). Once you're released to me, I can start working on your screening and we can start negotiating your choice of a Navy Recruiting District.

*PN1(SW) N.F. Victoria
E4-E5 Recruiter Detailer
PERS-4010C3*

Become a Survival Instructor

Are you interested in an exciting shore duty assignment? Then consider instructor duty at SERE (Survival, Evasion, Resistance and Escape). There are two beautiful locations to choose from; sunny San Diego, or the jewel of New England, scenic Brunswick, Maine.

Visit the following Web Sites to learn more about each location: <http://www.fasolant.navy.mil/brunswick.htm>, <http://www.faso.navy.mil/sere.htm>

To be eligible for SERE instructor duty, you must be in paygrade E5 or above, volunteer for

the assignment and be released by your rating detailer to Special Programs Detailer (PERS-4010D2). You must pass the SERE medical screening, and complete the Instructor Basic Course (NEC 9502). ENLTRANSMAN Ch. 9 outlines any additional criteria.

SERE instructors are highly motivated, top performing Sailors

and Marines who are looking for others to join their elite team in administering the most unique and rewarding training ever offered in the Navy. Volunteer to become a part of that team.

*SM1(SW) Kenneth Cline
SERE Instructor Detailer
PERS-4010D2*

Billets That Break Chiefs from the Pack

Recruit Division Commander (RDC) is a challenging job that has great benefits, such as special duty pay of \$275 a month; plus, when you complete your tour of 36 months and nine divisions, your tour will count as neutral duty. Then there's the intangible pride that comes with training the Sailors of tomorrow's Navy.

If you want to know more, contact your career counselor. You can find the requirements on RDC in the ENLTRANSMAN 9.53

*BMCS(SW) Mercer
RDC/MEPS/Naval Academy Company
Chiefs Detailer
PERS-4010D*

LINK is distributed at a rate of one for every five save Sailors.

Please pass this copy on!

Shore Special Programs

Become a Navy Leadership Instructor

The Navy's Leadership Training Continuum employs energetic, motivated Sailors to be a part of the leadership training team. Get paid to share your experiences, get others to share theirs and discuss a variety of issues. It's challenging as well as personally and professionally rewarding. Leadership instructors provide training and education to nearly 40,000 Sailors each year.

What duty location do you want? There are ample opportunities available in numerous locations for paygrades E6 through E9 to conduct the PO2, PO1 and CPO leadership courses. Master chiefs are needed to join the leadership professionals at the Senior Enlisted Academy in Newport, R.I.

The Navy's leadership training program offers its instructors many benefits including Instructor Training School, a seven-week school at the Naval Leadership Training Unit, Little Creek, Va., where graduates earn NEC 9518.

You'll gain invaluable experience in public speaking, interpersonal relations, enhanced communications skills, teambuilding proficiency, and one of the greatest benefits of all: Being a part of improving the Navy's enlisted leadership posture.

Q. How do I get selected by Shore Special Programs for Naval Leadership Training Units?

A. First you need to make sure you are qualified for the program. Talk to your career counselor. Check for ASVAB, physical and other requirements in ENLTRANSMAN Ch. 9. Next, call your rating detailer (ensure you are in the nine-month

PRD window) and request to be released to Shore Special Programs for a NLTU billet. Once you are released by your rating detailer, call the NLTU Detailer and negotiate for orders. Keep in mind that you cannot apply for Special Programs via JASS.

Contact me if you have additional questions about this exciting program.

*GMC(SW/AW) Arguello.
EOA/NAVLEAD/CAAC Detailer
PERS-4010D1*

Women Ashore NEC 9999

The Navy is in need of your experience. Service School Command, Great Lakes needs female petty officers from all paygrades to guide and mentor young female Sailors transitioning from recruit training to the fleet, via their assigned "A" school or apprenticeship

training. If you want to make a difference and help mold the future, then this job is for you. Contact your rating detailer and ask to be released to Special Programs, NEC 9999.

*SM1(SW) Cline
9999 Women Ashore Detailer
PERS-4010D2*

Physical Security / Navy Law Enforcement

Are you a hard charging E4 or E5? Are you not sure you want to make the Navy a career? Do you enjoy high profile and important jobs? If you answered yes, then physical security duty might be the job for you.

Physical security training is a six-week intense course located at Lackland AFB, Texas, that will teach you the skills necessary to protect and serve your fellow shipmates and keep them safe both on and off U.S. soil. Should you decide to leave the Navy family, physical security training will give you another job skill, and maybe the edge needed against your civilian

counter parts, in the demanding workforce.

Physical security offers you various duty locations, primarily West Coast and overseas. So, if it is the sands in Hawaii or the French Rivera, physical security can get you there. Contact your command career counselor and verify that you are eligible for this duty. If you are, call your rating detailer and ask to be released to the Physical Security Detailers.

*PN1(FMF) Francisco
Physical Security Detailer
PERS-4010E*

Shore Special Programs

Career-Enhancing Flag Duty in Washington, D.C. and Memphis

Interested? Looking for highly motivated Sailors for assignment to Washington D.C., and Memphis, Tenn. Did you know there are more shore billets located in Washington D.C., and Memphis, Tenn., than any other localities? Many positions exist in high-level commands. Ratings most often needed are YN, PN, RM, DP, CTA, CTM, CE, BU, UT, PH, JO, OS, IS and SK. However, opportunities may be available for other ratings as well.

If you can make the cut, you could be assigned to commands such as Camp David, the White House Military Office, Joint Chiefs of Staff, State Department, Defense Intelligence Agency, SECDEF, SECNAV, OPNAV, NPC, CNRC or Washington Headquarters to name just a few. Requirements: have a sharp record with top notch evaluations (no marks below 3.0), possess skills in dealing with high ranking people, meet Navy physical readiness standards and be screened under ENLTRANSMAN 9.44. Things that help for selection: possess or be eligible for high-level security clearances, have earned a warfare pin and service at sea.

Interested? Here's how you start the process. These billets are in the JASS system. If you see something you are interested in, contact your rating detailer. Ask to be released to PERS 4010F or 4010F1 for Washington D.C., or NSA Memphis placement. When that's done, contact PERS 4010F or 4010F1 to discuss screening and assignments. It's just that simple. To make it even easier, don't bother with the phone. Contact us directly using E-mail. There's never a busy signal, and it gives us an opportunity to staff your request and return an answer, often in the same day. Remember to include your SSN in your correspondence.

*YNCS(AW) Schmidt
Major Washington/Memphis Staffs
PERS-4010F*

*YN1(SW) Kingston
Headquarters Activities
PERS-4010F1*

Flag Mess / Enlisted Aide Programs

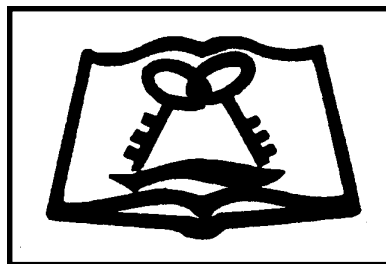
It has been my pleasure serving the Flag Mess and Enlisted Aide community. I will transfer in Nov. 2000 to a flag billet. I want to thank all that have volunteered to keep these challenging billets filled, and wish you all well in your future careers.

It has been a very successful year of training current and future Enlisted Aides, placing 32 people through the challenging program at Starkey Intl. Household Management School. These Sailors have become certified household managers and are on the road to becoming very successful and sought after enlisted aides. If you are interested in attending one of the classes, please contact me.

Volunteers in pay grades E5-E9 may apply for the Enlisted Aide Program any time throughout their career. Submit an enlisted personnel action request (NAVPERS 1306/7), and include an endorsement from your com-

manding officer on letterhead and copies of your performance evaluations for the last 36 months. For more information, refer to ENLTRANSMAN 9.48/9.60, SECNAVINST 1306.2. and DOD directive 1315.9. Contact me directly if you have any questions.

*MSC(SW) D. R. Marsh
Special Programs, Flag Mess/Enlisted Aide
PERS-4010F2*



Shore Special Programs

“A” School Application Requirements

Are you interested in attending “A” school? Application procedures and guidelines are set forth in the ENLTRANSMAN Ch. 7. Your command career counselor is your most important point of contact.

“A” school requests may be submitted to PERS-4010S after 12 months onboard your current duty station for transfer at the 18 month point. Sailors assigned to overseas commands may not request an “A” school until within 12 months of completion of the required DOD area tour, and will not transfer until completion of the required tour.

However, overseas commands are encouraged to request waivers of this requirement when submitting “A” school requests. Be sure to include justification for the waiver.

All requests for “A” school require a copy of latest ASVAB

scores and last three evaluations. In addition, certain “A” schools require special enclosures with the 1306.

For example: AW requires NAVPERS 1070/613, per MILPERSMAN 1220-010.

CT/IS: Copy of Defense Language Aptitude Battery (DLAB) results. A score of 95 or better is required for conversion. This minimum score may be waived on a case-by-case basis for native speakers of a foreign language we need.

- Copy of Defense Language Proficiency Test (DLPT). Only candidates applying for direct conversion who are fluent in a foreign language need to take this exam.

- Copy of a Special Security Officer (SSO) Interview.

- Copy of a newly prepared physical, (Form SF-86).

HM/DT: Medical/Dental officer or senior medical/dental representative endorsement.

- Drug alcohol statement: Member has no pre-service or in-service drugs or alcohol incidents. If the member has an incident, provide the type of drug used, date and number of times.

If you have a guaranteed “A” school per the GENDET Targeted Enlistment Program, ensure a copy of your contract is included with your request.

Contact your command career counselor and apply for “A” school!

*PNC(SW) Clint Christiansen
Head, Fleet “A” School Management
PERS-4010S2*

NATO/Joint Assignments

I have new and exciting opportunities to serve with our NATO Allies in Madrid, Spain; Brunssum, The Netherlands and Ismir, Turkey. These are brand new commands, and we need PNs, YNs, ITs, SKs and ETs.

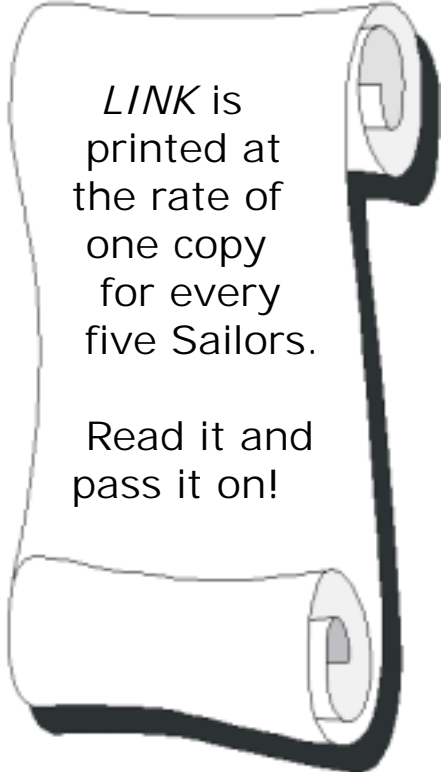
ENLTRANSMAN Ch. 9 has the details. Screening for flag allowance duty is required, and for most of the assignments you must be a U.S. citizen (by birth or naturalized) and eligible for a security clearance.

If you are interested in any of these assignments, you must contact your rating detailer and request to be

released to Shore Special Programs. Once you have done that, I will forward a nomination package to the gaining command, and, when I receive an acceptance, I will write orders to your new command.

I look forward to working with you in the future.

*YNCS(SW) Jan Medley
PEP/Attache/NATO/Joint Placement
PERS-4010G*



LINK is
printed at
the rate of
one copy
for every
five Sailors.

Read it and
pass it on!

Joint TAD Opportunities

TAD Billets Stand Out in the Crowd

Here is your opportunity to contribute to real world operations. By volunteering for these operations, you employ your expertise and gain additional experience. TAD assignments are usually 120 to 179 days in length and require your commanding officer's approval to participate. Your command incurs no travel or per diem costs; ADSW funding is available for reservists.

Can't go right now? We maintain a database of volunteers for future assignments. Visit our Web Site at

<http://www.bupers.navy.mil/jtad/jtad.html>, or contact PNC(AW) Cathy Drew or me for more information. Look for code n123c in the Enlisted Community Managers /Technical Advisors section of the *LINK* Directory for telephone numbers and E-mail addresses.

CDR John Kroft
Joint TAD Contingency Operations
N123C

TAD Opportunities

<u>Billet #</u>	<u>Billet title</u>	<u>Requirements</u>	<u>Date</u>	<u>Days</u>	<u>Location</u>
CNE-045	Personnel Assist	PN1, Secret	3/10/01	179	Naples
CTF-FA 1350	Csg Analyst	CTR1, TS/SCI	2/05/01	179	Germany
CTF-FA 108	Admin NCO/OIC	YN2, TS/SCI	5/12/01	120	Germany
R00741	Trans. Mgr.	E6, NEC 2821	3/30/01	179	Riyadh
CNE-048	Disbursing Clerk	DK2, Secret	5/15/01	179	Germany
CTFMP 00-036	CAOC Controller	IT2, Secret	5/27/01	179	Turkey
LO1C/005(766)	OPINTEL Analyst	IS2(Min), 3924, TS-SCI	11/15/00	179	Riyadh
R00590	NAV PA Rep.	JO1	1/02/01	179	Riyadh
R00586	Radioman	IT2	6/28/01	179	Riyadh
R00740	5D/JMICS Op	IS3-IS1, NEC 3922/3/4	5/6/01	179	Riyadh
R00815	DB Mtg. Spec.	IS3-IS1, 3924, TS-SCI	8/15/01	179	Riyadh
R00117	ACOC Liaison	IS2	11/1/00	179	Riyadh
LO1B/002(782)	Admin Support	YN2, Secret	9/15/01	179	Riyadh
AFOR2-029	JWICS Technician	CTM1, TS/SCI	4/10/01	179	Germany
AFOR2-030	JWICS Technican	CTM2, TS/SCI	4/10/01	179	Germany
R00819	DB Mtg. Spec.	IT2, 2776,2720	10/18/00	179	Riyadh
R00800	ADSA	FC/ET, E6, Secret	11/01/00	179	Riyadh
LS005	Intel Specialist	IS3-ISC	5/20/01	179	Venezuela
CTF-FA 110	Contingency Pers.	YN1, TS-SCI	12/11/01	179	Germany
R00585 C4	Req/Ops	IT2	6/10/01	179	Riyadh
CTF2-025	Pol-Mil. Analyst	IS1, 3921, TS/SCI	12/24/00	179	Turkey
CTF-FA 252	RFI Mgr.	IS2, TS/SCI	1/31/01	179	Germany
LS006	Intel Specialist	IS3-ISC	7/13/01	179	Venezuela

Processing Tips for Pregnancy Avails

DP Avails are required when, because of pregnancy, members are disqualified from their present duty assignment. Pregnant personnel will be transferred at their 20th week of gestation. If transfer is required prior to the 20th week of gestation, ensure sufficient justification is contained in the remarks section of the availability.

All Naval commands are responsible for prompt and accurate submission of availability reports on personnel who are available for assignment or reassignment. The procedure outlined in ENLTRANSMAN Ch. 20 provides details. Accurate, complete and timely submission of availability reports is mandatory. Errors and omissions cause delays in the processing of availability reports, and ultimately delays transfer of the individual.

Are you in your detailing window? Are you at that nine-month window for orders and contemplating that next assignment? Don't miss out on the opportunity to

negotiate for orders with your detailer by taking too much time. ENLTRANSMAN Ch. 3 says personnel should begin the negotiation process with their detailer at the nine-month window. If you have not contacted your detailer or reached an assignment agreement by the time you are within six months of your projected rotation date (PRD), the detailer will issue you a set of orders in accordance with MCA priorities and fleet balance. Don't miss out on your choice of sea/shore duty. Contact your detailer when you first enter that window of opportunity.

*PN1 C. E. Johnson
EPMAC Code 47*

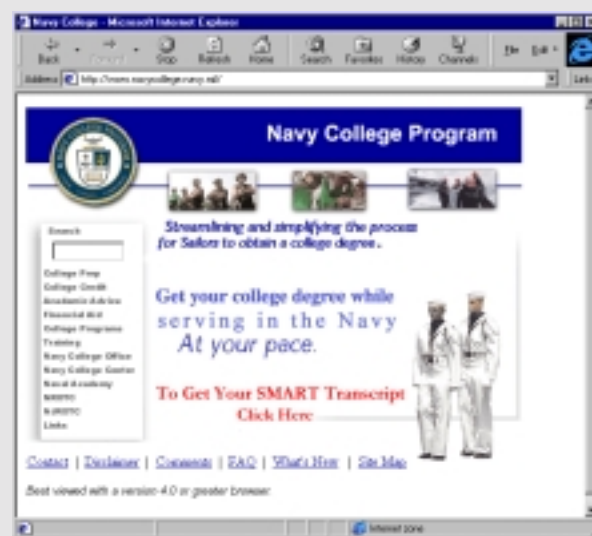
Immediate Avails Personnel Changes

Welcome aboard to PN1(SW/AW) Leticia Woods, reporting from BUPERS SDC Point Mugu, Calif., as Lead Detailer, Immediate Avails Division. GM2(SW) Joseph Waldron is reporting in from USS MCFAUL (DDG 78), and will be the AN Male Detailer. PN2(SW) Nicola Davis is reporting in from NSA Bahrain, and will be the SN/FN/AN Immediate Avails Detailer.

Special thanks: YN3 Clorinda Morrison is transferring to U.S. NAVWPNFAC, JMF St Mawgan, UK. YN3 Ami Hamilton is transferring to YN "A" School. SN Chasity M. Mostafavi is transferring to AC "A" School. Their contributions have been greatly appreciated.

*PNC(SW/AW) E.E. Williams
Dir, GENDET Assignment/Immediate Avails Division
Code 472*

You're Closer to a College Degree Than You Think!



College credits for your Navy experience.

<http://www.navycollege.navy.mil>

Put In For My Outfit

Join the Best of Your Rating or NEC at Service School Command Great Lakes

Do you possess a great deal of knowledge about your rating or rating equipment? We call that a subject matter expert, or SME. Interested in sharing that expertise with young Sailors? We call that a Navy instructor.

Let's face it, throughout your career your "A" and "C" school instructors are some of the people who have a big impact on your Navy experience, and who you will always remember. You can be that person, if you let us teach you how. Even if you are not great in front of a crowd, if you are interested in teaching, Instructor Training School at Service School Command, Great Lakes, Ill., will give you the tools and experience to become a great instructor. Two frequent comments we hear from ITS graduates are, "This is the best school I have had in the Navy," and "I wish I had this school a lot earlier in my career."

You will have the chance to positively impact more young Sailors than you ever thought possible. And, there is nothing more rewarding than watching your students' eyes light up when they "get it" and "the light comes on." In addition, everyone likes to boast about how their rating is the best in the Navy. Why not be the one who instills that pride and professionalism in the people who will be running and working on your equipment in the fleet?

Teaching in your rating is also one of the best ways to prepare for advancement exams. What better way to study than to be teaching

what is on the rating exam on a daily basis! Spend your shore duty working in your rate the clean way - teaching it.

Great Lakes is located halfway between Chicago and Milwaukee. We train up to 35,000 Sailors per year at Service School Command. "My kind of town, Chicago is," and it could be yours, too. Several professional sports teams, many cultural activities, and the four seasons to enjoy year-round make

this town inviting to everyone.

Many colleges and universities are located on base and throughout the local area, making continuing education extremely accessible.

If you are interested in becoming a Navy instructor, see our Web Site at <http://www.ntcgl.navy.mil>, or write to: Command Career Counselor, Service School Command, 320A Dewey Ave. Bldg. 3 Room 115D, Great Lakes, IL 60088-5400, or call us at Comm (847) 688-6844.

OAK RIDGE Promises Early Responsibility

Answer this; are you a career-oriented Sailor who thrives on challenging supervisory positions? Positions that will help you navigate a course to the upper echelons of the enlisted community? Then consider a tour aboard OAK RIDGE (ARDM 1), the U.S. Navy's first medium-class auxiliary drydock.

We boast an impressive history: On November 27, 1944, while moored in San Pedro Bay, the Japanese launched an air attack and a "Tojo" fighter crashed into the drydock, passing through the starboard wing wall. During the strafing run, another fighter was utterly destroyed by gunfire from the



drydock. OAK RIDGE is named for the city of Oak Ridge, Tenn., (home of the Manhattan Project) and is currently stationed in historic New London, Conn., providing service to the U.S. Submarine

Fleet.

OAK RIDGE provides career-oriented Sailors with enhancing positions as junior and senior leaders, from pay grades E4 through E7. If you would like more information, contact any one of our four E6 division officers in supply, engineering, repair or deck at DSN 694-4800, or the CMC at DSN: 694-4751.

Put In For My Outfit

Join the Navy's Finest Instructors

Are you looking for a challenging and rewarding tour? You'll find it at Nuclear Power Training Unit (NPTU), Charleston, S.C.! Located 12 miles northwest of downtown Charleston, on the banks of the beautiful Cooper River, we provide quality hands-on training to students in the nuclear power training pipeline.

We are committed to the professional development of our highly qualified and strongly motivated instructors. Selected Sailors are encouraged to pursue Engineering Officer of the Watch qualification, a position normally assigned only to commissioned officers. You will also have an opportunity to earn the 9502 Instructor NEC and Master Training Specialist designation. These are accomplishments that stand out with selection boards. In fact, personnel with instructor duty in their career advance to E7 sooner than those who do not have this challenging experience in their record.

We are also committed to the personal development of our people. You would be able to take advantage of numerous opportunities to earn an associate's, bachelor's or master's degree in nearly any field. Over 50 percent of the staff are attending classes locally or through distance learning. Local colleges include

College of Charleston, The Citadel, Southern Illinois University, Limestone University, Webster University, Charleston Southern University and Trident Technical College. Additionally, NPTU Charleston is a certified DANTES test site, providing all DANTES examination programs normally found on larger bases.

The "Low Country" provides exceptional recreational opportunities, too. We are located 90 minutes from Myrtle Beach, S.C., one of the nation's most popular vacation spots. Charleston is only two hours from Hilton Head Island, N.C., known for some of America's finest golf resorts. The Charleston area is rich in the traditions of American history, and provides the unique opportunity to experience one of the most historical regions of our country.

Instructor duty is challenging, but the rewards are great! If you are serious about your career, contact your detailer or the NPTU Charleston Command Master Chief or Command Career Counselor, at DSN 794-5342/5344, Comm (843) 863-5342/5344. You can also E-mail nptucmc@spawar.navy.mil, or nptucmc@spawar.navy.mil.

Naval Special Warfare Group ONE

Join us at Naval Special Warfare Group ONE (NSWG-1), and serve with the most unique community in Special Warfare. Based in Coronado, Calif., NSWG-1 has sea and shore duty billets to support SEALs in exercises and real-world operations. We need talented people from the fleet to help us in our mission. Trade in your dungarees and khakis for cammie uniforms and become a part of our team. We have shore duty billets for IS, YN, SK, GM, HM, OS, ET, Divers, and a limited number of billets for PH, DM, MA, PN, LN and NC.

Our Mobile Communications Team (MCT) has many sea duty billets for IT and ET and a few billets for CE and EN. Our MCT personnel receive training such as SERE survival training and our five-week Combat Communications Course. MCT personnel deploy in support of SEAL Team exercises in locations that include Alaska, Northern California, Korea, Bahrain, Africa, Guam and Thailand.

Our Combat Service Support Team (CSST),

manned mostly by Seabees, has sea duty billets for E5 and above BU, CE, EA, EO, SW, UT and SKs. The CSST makes up the core of forward logistics support for NSWG-1 operations worldwide.

Whether you are serving in our shore or sea duty components, get ready to get in the best physical condition of your life, all on Navy time! How many people in the world can say they get physical training with the Navy SEALs (but you don't have to meet SEAL PT standards)! We have fun doing it, whether running on our beaches in Coronado or participating in a group run through San Diego's beautiful Balboa Park.

You will also have time for off-duty education. NAB Coronado has an excellent Navy College office, and we even have local colleges teaching classes on base, including special lunch hour sessions.

Join us for the best duty in your life. For more information, contact NCC(SW) Blue, DSN 577-2433, Comm (619) 437-2433, or E-mail rblue@nswg1.navy.mil.

Put In For My Outfit

Now's the Time to Join USS CARR

Are you ready to ride into the 21st Century on the Navy's finest frigate? Are you ready to experience warfare at the tip of the spear?

If so, join a highly professional team that has earned five consecutive Engineering Survivability Awards, four straight Command and Control Awards and three straight Logistics Management Awards. USS CARR (FFG 52) is looking for all rates, including OS and IT.

USS CARR has the latest in IT-21 technology and is preparing

for her next battle group deployment to the Mediterranean Sea and Arabian Gulf. Now is the time to join CARR.

If you are a superior performer, mature, and have the courage, will and determination, call or E-mail the command career counselor at DSN 565-6008, Comm (757) 445-6008, or E-mail dspencer@carr.navy.mil. Contact your detailer today and ask for CARR!



Dare to Become a “Desert Doc” at Branch Medical Clinic, NAS Fallon

Are you ready to take an exciting challenge? Are you ready to explore the challenging duties on this shore installation? Are you ready to have the most fun you've ever experienced in your Naval career? Then Branch Medical Clinic, NAS Fallon, Nevada, is ready to welcome you aboard.

NAS Fallon is located at 4,000 feet above sea level, surrounded by beautiful mountains. It is the classic high altitude desert. We are one hour southeast of Reno and 45 minutes east of Nevada's capitol, Carson City. The best skiing, snowshoeing and hiking in the world is located at Lake Tahoe, just over an hour away. But there is more; fly fishing in the Truckee or Carson Rivers, rockhounding, exploring forgotten ghost towns, or just sitting back and watching some of the most beautiful sunsets found anywhere in the world. Fallon itself has a small town charm, but the multitude of activities of any city – restaurants, clothing, theaters, colleges, and, of course, casinos.

The medical clinic consists of 37 corpsmen and eight officers. Teamwork is paramount in our everyday work, and strong family values are cherished. Education

is highly encouraged and supported by the chain of command. Your working and duty hours will make it convenient for you to leave here with no less than an associate's degree. We have a solid command structure, exciting and challenging EMT duties involved with the local civilian sector, and a vigorous operational atmosphere to include TOPGUN, TOPDOME and numerous CAGs transiting through.

We are looking for motivated Sailors who are ready to take the challenge and become “Desert Docs.” Life in the high desert is rewarding, personally and professionally. So look us up. The billets may be difficult to get, but keep trying!

If you would like more information about our command, please contact our career counselor, HMC(FMF) Alan Garrigus at Comm (775) 426-3100/3146/3136, or by E-mail at agarrigus@bmcfal.med.navy.mil. We look forward to your arrival and joining our team, the “Desert Docs!”

AEGIS Techrep Needs Fleet Pros

Aegis Technical Representative (Aegis Techrep), in Moorestown, N.J., is tasked to provide technical leadership from design conception through fleet introduction of Aegis Weapons Systems.

Working alongside Lockheed Martin engineers and program developers, fleet Sailors have the opportunity to input their expertise into product development, while working on the next generation of combat system equipment at the Combat System Engineering Development Site (CSEDS). While the majority of billets are for experienced Aegis FCs (NECs 1144, 1322 and 1119 are critical) and OSs (TIC and air control), there are billets for non-Aegis FCs (Tomahawk and MK160 GFCs) along with IT, ET, EW and admin/supply ratings. All CSEDS Sailors achieve a level of understanding of future Aegis baselines well beyond their peers, and many are transferred directly to Aegis DDG pre-commissioning units following their tour.

CSEDS has the appearance of a land-locked ship conspicuously placed among dairy farms and cornfields in the New Jersey countryside. Commonly referred to as the "Cornfield Cruiser," CSEDS is located 20 minutes east of Philadelphia, Pa., between the small towns of Moorestown and Mount Laurel. While the ambiance is small town, it is within a stone's throw from the sports complexes, museums and historic Old Town of Philadelphia. The Jersey Shore, Atlantic City, New York and the Poconos are within easy reach for weekend



excursions. Opportunities for continuing education abound, with five universities and two community colleges within 30 minutes of the site. The pursuit of higher education

by all personnel is strongly supported by the command.

The military element of Aegis Techrep is small, with five officers and 60 enlisted personnel. PSD NAS Willow Grove, Pa., provides command personnel administration, and military housing is available at Fort Dix and NAS Lakehurst, N.J. Single and geobachelor Sailors are housed in government-furnished townhouse apartments or live on the economy.

To find out more, contact our Senior Enlisted Advisor (SEA), ETCS Schoenadel, at Comm (856) 722-4193, or E-mail Wschoenadel@techrep.navy.mil, and talk to your detailer about being an Aegis Techrep.

We Train the Future Fleet

Are you willing to accept the responsibility for training the future of our Navy? The team at Service School Command Great Lakes is looking for highly reliable, professional, trustworthy, quality leaders to train our Sailors in military and technical training prior to their fleet duty assignments. If you have supervisory experience, are a technical expert in your field, want to advance, and are a role model of military bearing and conduct, then come join our team. Those who do not want a challenge need not apply! Located in Great Lakes, Ill., halfway between Chicago and Milwaukee, Wis., we train up to 35,000 Sailors per year in "A" and "C" schools. Our instructor, military advisor and support jobs are challenging and

rewarding.

"My Kind of Town, Chicago Is," and it could be yours, too. Several professional sports teams, many cultural activities, and the four seasons to enjoy all year round make this town inviting to everyone. Many colleges and universities are located on base and throughout the local area, making continuing education extremely accessible. We train the future of our Navy. Do you have the leadership to join our team? Are you ready to accept the challenge?

If we have your attention, visit our Web Site at <http://www.ntcgl.navy.mil> or call us at Comm (847) 688-6844.

Put In For My Outfit

Be OOD on USS CAPE ST GEORGE



USS CAPE ST GEORGE (CG 71), home ported in Norfolk, Va., offers a tour aboard the finest AEGIS

Cruiser in the fleet. We've won the Battle "E" five of the last seven years and the 1999 Golden Anchor Award. Recent port visits have included Spain, Cyprus, Israel and Croatia. CAPE received special recognition for her diplomatic and community relations efforts in several of these countries, an exceptional show requiring a spirited all-hands effort.

VAW-78 "Fighting Escargots" Want Aviation Mechanics

VAW-78, the "Fighting Escargots" are a Training and Administration of Reserves (TAR) squadron, flying the E2C Hawkeye aircraft. Home ported in Norfolk, Va., we're a short drive from historic Williamsburg, Va., Washington, D.C., and the North Carolina Outerbanks.

The squadron deploys annually to Naval Air Station Roosevelt Roads, Puerto Rico, for approximately one month, and supports detachments to places like Key West, Fla., New Orleans, La., and Pensacola, Fla. Most detachments last from one to two weeks.

The command has billets for USN, TAR and SELRES personnel. Open USN billets at this time are for AMH2, and AMS2, and this tour counts as a sea tour for USN personnel. TAR and SELRES billets are available in most aviation maintenance ratings, and in YN and PN ratings.

For more details about the "Fighting Escargots," E-mail our career counselor at bplus10@aol.com, or call us at DSN 564-2726, Comm (757)444-2726.

Because CAPE ranks among the most technologically advanced AEGIS platforms in the fleet, it can always be found in the thick of the action. Our IT-21 system provides E-mail and Web browsing for all crewmembers while underway, and CAPE is one of only two East Coast cruisers equipped with the cooperative engagement capability (CEC). Planned upgrades for the near future include CEC improvements to support operational and technical evaluation, along with a planned AEGIS weapon system (AWS) upgrade to Baseline 6 in the fall of 2001, a major update. CAPE's cutting edge tactical data link capabilities include Dual Net Multi-Frequency Link (DN/MFL) and Link 16. There is never a shortage of opportunities to advance your technological savvy while sailing with the best of the best!

CAPE offers excellent opportunities for personal and professional development. You can qualify Officer Of the Deck (underway), Junior Officer of the Deck, CIC Watch Officer and Engineering Officer of the Watch. Additionally, CAPE has an aggressive ESWS program run by a stellar first class association. We have had great success with PACE underway, allowing many of our shipmates to further their college education. CAPE offers an excellent media resource center in addition to computer access in every berthing compartment. You can also get involved with the ship's band and with the SITE TV system programs. Eight-section duty rotation while inport Norfolk provides an excellent opportunity for community involvement, the adopt-a-school program, off-duty education or quality time with friends and family.

The ship is scheduled for the near term to support CEC testing in the Virginia Capes, the Caribbean and Gulf of Mexico. Projected over-the-horizon ops feature Baltic Operations in summer 2001 (which will provide an excellent opportunity for some outstanding northern European port visits) and a major deployment in spring 2003 with the THEODORE ROOSEVELT Battle Group.

You can find more information at <http://www.spear.navy.mil/ships/cg71>. We are always on the lookout for exceptional performers in all ratings. Come join the crew of the CAPE, and become a dragon slayer!

Put In For My Outfit

“Battle Group in the Sand” Wants 21st Century Sailors

The Surface Combat System Center (SCSC) at Wallops Island, Va., is just that - a “Battle Group in the Sand!” Located approximately 90 miles north of Norfolk on Virginia’s beautiful eastern shore, SCSC is leading the way in providing cutting edge surface combat systems (Aegis, SSDS, CEC) to support fleet operations, testing, training, engineering and development in a maritime environment.

Our combat systems operate together to produce a “Battle Group in the Sand.” We use our talents, systems and environment to support and improve American warfighting capabilities. If you are an IT, OS, FC or YN1/C, and want to be a part of shaping 21st century

surface combat systems, call our career counselor at Comm (757) 824-1790, or visit our Web Site at <http://www.navy.mil/homepages/aegis>.



Visit “Garudaville” With VAQ-134

If you’re looking for an exciting and challenging sea duty tour, then look no further than the GARUDAS of VAQ-134. We enjoy sea duty at its best while deploying to expeditionary airbases around the world.

Our sensational team is based at beautiful NAS Whidbey Island, Wash., near picturesque Puget Sound and only 60 miles from the Canadian boarder. VAQ-134 is considered Type 2 for rotation purposes. We boast a 40 percent advancement rate and a 100 percent commissioning selection rate. We want you to join our team!

Currently our 90-day deployment cycles include airbases in Aviano, Italy; Incirlik, Turkey; MCAS Iwakuni, Japan, and PSAB Saudi Arabia. Our two-week training detachments include Cold Lake, Canada; Nellis AFB in Las Vegas, Nev.; Mountain Home AFB, Idaho, and Eielson AFB, Fairbanks, Alaska. Because we deploy with the Air Force, working uniforms are typically BDUs.

If you enjoy outdoor activities in beautiful surroundings and want your family in a safe and friendly community, then Whidbey Island is for you. If you’re in an aviation rating and want to enjoy expeditionary style sea duty, look toward the Garudas. ATs and YNs are currently in demand. If you’re a hard charger and want to find out more, review JASS or contact our CCC,

PN1(SW) Schermerhorn, at DSN 820-6827/4772/3981, or E-mail bobbtd@naswi.navy.mil. Start working those orders for this truly outstanding tour of duty today.

NROTC Rochester

You’ve served 15 straight years of sea, overseas, recruiting and company commander duties. You’ve done your part to forge the Navy’s future enlisted leaders. Have you considered shaping our future officers? That’s what you could be doing at Naval Reserve Officers Training Corps Unit, University of Rochester, where we prepare Navy and Marine Corps Reserve Midshipmen for duty on the forefront. If you’re an SKC, you could properly outfit 110 midshipmen and show them that Honor, Courage and Commitment are more than words in a textbook.

We are located in upstate New York in the beautiful Finger Lakes region, situated on a beautiful campus within sight of the Genesee River. For more information, check out our Web Site at <http://www.nav.rochester.edu>, E-mail hart@mail.rochester.edu, or call YNC(AW) Hartmann at Comm (716) 275-4275.

Put In For My Outfit

FTSCLANT Wants Technical Experts

If you are looking for shore duty where you can earn a reputation on the waterfront, enhance your technical proficiency, work with the latest rating technology and conduct real-time training and interact with the finest technical experts in the Navy, then Fleet Technical Support Center, Atlantic (FTSCLANT) in Norfolk, Va., may be for you.

FTSCLANT is looking for skilled and dedicated Sailors who want to provide technical assistance to ships as field service engineers (FSE). Our ultimate goal is for these engineers to return to the fleet with their expert knowledge to enhance self-sufficiency and readiness of the operating forces.

Our mission is to provide direct support to the fleet and type commanders in matters of waterfront field engineering, technical, logistics and maintenance-training services associated with the installation, operation, maintenance, alteration and readiness of shipboard systems. Our support includes, but is not limited to, combat, communications/electronic, electrical and mechanical systems on surface and sub-surface platforms.

FTSCLANT gives the highest priority to assisting operating ships in the correction of system casualties, regardless of the ship's location. Our second priority is technical assistance to non-deployed ships

with operational problems or casualties.

FTSCLANT also provides system assessments, logistics audits and alteration oversight programs.

The FTSCLANT headquarters is located in the Hampton Roads area, with its permanent detachments in Mayport, Fla., Ingleside, Texas, New London, Conn., and Naples, Italy. Our Naples detachment assignment counts as sea duty for rotation purposes.

FTSCLANT works closely with the contractors who develop and implement the latest technology for the fleet. The real-time training our field service engineers receive enables us to provide the best support to our naval forces. There are also opportunities to obtain a NEC. In addition to in-rate training, all personnel are encouraged to take advantage of the wide range of degree and certification programs offered through the Navy College Office and local institutions of higher learning.

If you are interested in taking on this challenge, contact your detailer or our career counselor, NC1(SW) Baez, at DSN 564-3872, ext. 1007, Comm (757)444-3872, ext. 1007. You can also visit our Web Site at <http://www.ftsclant.navy.mil>.



"Fight" on USS ANZIO

USS ANZIO (CG 68), home ported in Norfolk, Va., is the most sophisticated surface, sub-surface, air and land-defense platform of any cruiser worldwide. Its capabilities and technology are without equal. A crew of approximately 350 Sailors keep ANZIO top-notch and ready for the defense of our country.

ANZIO recently completed a Mediterranean deployment, upholding traditions and peace throughout the Sixth Fleet theater. During this deployment, 12 different ports were visited, some of them twice.

Our professionalism, initiative and performance led to ANZIO's winning the Battle Efficiency "E," Safety, Wellness and Retention Excellence Awards in 1999.



The Hampton Roads area of Virginia offers four distinct seasons, beautiful beaches, year-round fishing, boating and outdoor recreation activities just to name a few. Public schools are also rated very high for academic achievement.

ANZIO just completed a deployment; there couldn't be a better time to join our elite team of professionals. We welcome your expertise, ideas and look forward to having you aboard to continue our efforts in this twenty-first century. For more information, write to our command career counselor at USS ANZIO, FPO AE 09564-1188, or E-mail NC1(SW) Shawn Newman at ccc@anzio.navy.mil. Join the team, and help ANZIO "Stand and Fight!"

Put In For My Outfit

NAS Keflavik: Land of Fire and Ice

Team Keflavik is looking for motivated, hard charging individuals in all aviation fields, MMs with a 4201 NEC and YNs that are interested in the beauty of the geo-thermal wonders Iceland provides.

Located in the North Atlantic on the southwestern corner of the island, NAS Keflavik provides a vital bridge from North America to Europe. NAS Keflavik is an essential strategic base to NATO's mission to conduct air, surface and subsurface surveillance throughout the North Atlantic, maintaining lines of communication, and serving as a staging area for troops and resupply of Europe.

The Navy recently spent \$23 million to renovate AIMD/PATRON hangar facilities, affording AIMD

personnel state-of-the-art work centers and logistic capabilities.

Bachelors and geographical bachelors enjoy brand new enlisted barracks that feature one-plus-one living spaces. E4 and below have private bedrooms with a shared kitchenette and bathroom, while E5 and above enjoy a one-bedroom apartment with a living room, private kitchenette and bathroom. A brand new gym is conveniently located inside the barracks along with a pool table, full-size community kitchen and central lounge. The barracks is centrally located to all major base facilities.

NAS Keflavik provides Sailors and their families with easy access to all of Europe. A weekly Air Mobility Command flight leaves the

island for England every Saturday and returns on Sunday, making European sightseeing both inexpensive and reliable. The base operates its own UP-3, which also periodically makes space available trips (i.e. Rome, Germany and many other parts of Europe).

While enjoying your stay in Iceland, there are many natural wonders to experience. After the workday, Sailors can drive five miles down the road and enjoy bathing in hot springs heated with geothermal energy. Waterfalls and geysers abound in this gorgeous countryside with a special appeal to the sportsman who enjoys fishing - this country's primary industry.

Education is fully supported by the chain of command, and NAS Keflavik has a great Navy College Campus that offers graduate and undergraduate programs. Physical fitness is highly encouraged, and the base is home to a gymnasium that is boasted by many to be one of the best in the Navy. The A.E. House Gymnasium is available to all the residents of the base and has an Olympic-sized indoor swimming pool, sauna, hot tub and steam room, to name a few. The base also has an indoor running track.

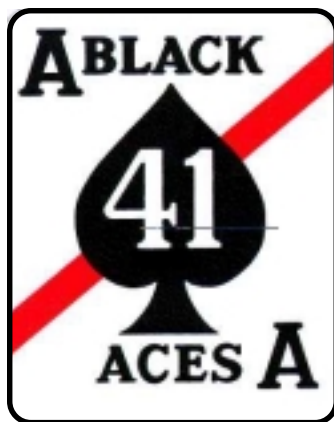
For more information, please contact our CCC, AT1(AW) Summers, at DSN 450-7599, E-mail kathleen.summers@naskef.navy.mil, or visit our base Web Site at <http://www.naskef.navy.mil/>.



Connect With the Best of the Best: VF-41

Are you ready to be part of the #1 combat-tested F-14 squadron in the Navy? Then the Black Aces of VF-41 is where you need to be. We have the honor of being the first F-14 squadron ever to receive the RADM Clarence W. McClusky award, given to the premier attack squadron in the Navy.

VF-41 is currently stationed at NAS Oceana, Va., and is scheduled



to move to NAS Lemoore, Calif., next year. We will be transitioning to the Navy's newest aircraft, the F/A-18F Super Hornet.

For more information, contact our Command Career Counselor, PN1(AW) Sanders, at DSN 433-

4990/4670, E-mail him at vf41pers@yahoo.com. You can also visit our Web Site, at <http://www.nasoceana.navy.mil/vf41>.

Put In For My Outfit

We're Not Just for Submariners!

Flag duty at Commander, Submarine Group 10 in beautiful Kings Bay, Ga., is a terrific billet for any surface or submarine ET, and surface IT, LN, CTA and CTM Sailors.

Group 10 is an ideal working environment for hard-working Sailors interested in cutting-edge technology, teamwork, community service and the camaraderie found in a small command. The "open door policy" offered by the Group 10 chain of command builds trust between enlisted and officers.

Two premier colleges and weekly-scheduled CLEP tests are available on base. Continued education is highly encouraged within the command. This family-oriented area has excellent schools, top-notch housing and a variety of recreational activities, including on-base hunting, fishing and golfing. Job opportunities for spouses can be found both on and off base. Only 30 minutes from Jacksonville, Fla., this community offers "small town" safety for families, with the convenience of a nearby city. Disney World, Sea World, Daytona

Beach, Cocoa Beach, Cape Canaveral and the serenity of St. Augustine are just a few of the popular vacation destinations within comfortable driving distance of our doorstep.

If you are interested in joining our team here at Group 10, contact the Group Career Counselor, MMC(SS) Parker, at DSN 573-9950, or the Staff Career Counselor, ET2 Ware, at DSN 573-4100, Comm (912) 673-4100. You can also find out more by E-mailing us at staffccc@camcomp.com. To see what Kings Bay has to offer, check out our Web Site at <http://www.subasekb.navy.mil>. You'll like what you see.



Secure Your Future With NRSGC

Are you considering a career change? A fresh start? Maybe just looking for the next challenge?

How about serving your country, earning more money, receiving educational benefits, learning new skills, traveling the world, sharing the camaraderie of a very select group of professionals, contributing to a variety of challenging assignments and earning an extra retirement, all in your spare time? If you're up for this challenge, then the Naval Reserve Security Group Command (NRSGC) has a program tailor made for you.

The NRSGC is looking for qualified military veterans and non-prior service personnel to join its ranks and become part of the team. Currently, more than 700 reservists are affiliated with the NRSGC. Members of the NRSGC team represent diverse occupations, skills and educational backgrounds and come from all parts of the country.

The NRSGC's role in the Naval Reserve is to partner with our active duty colleagues in the Naval Security Group to exploit, defend and attack information and information systems in support of the United States

cryptologic system. We serve as part of Naval, joint and command operations worldwide. NRSGC members conduct live missions not duplicated by active duty forces, and stand ready to mobilize in times of national emergencies and crisis situations.

Whether you join our enlisted or officer ranks, you will be an important member to the NRSGC team. We have programs for Navy veterans (NAVET), other service veterans (OSVET), advanced paygrade (APG) candidates and more.

If you are interested in joining the NRSGC team, contact the nearest Navy Reserve recruiter, call NRSGC at (800) 213-4418 or E-mail recruiting@nrsgc.org.

NRSGC is looking for the best and the brightest. Check us out today. We want to be a part of your future!

Test Squadron Offers Top Technology

Interested in working on and with cutting edge technology? Do you want to be in on the ground floor for the latest innovations before they reach the fleet? Come join our Research, Development, Test and Evaluation (RDTE) team at Naval Strike Aircraft Test Squadron (NSATS), Naval Air Station Patuxent River, Md. This is your chance to work with some of the Navy's finest RDT&E professionals.

The Naval Strike Aircraft Test Squadron supports the research, development, test and evaluation of fixed wing tactical maintenance services, safety oversight and facility support for these efforts. Primarily our support includes flying quality and performance evaluations, shipboard propulsion system testing, tactical aircraft mission systems testing, ordnance and ballistics efforts, reliability and maintainability assessments, flight fidelity and flight control software development. The squadron also provides Government Flight Representative, test monitoring, chase aircraft support and facilities for contractor demonstration, validation and development work involving tactical aircraft and associated systems.

Strike consists of approximately 325 enlisted, 45 officer, 240 contractor and 35 civilian personnel directly involved with maintenance, planning, safety oversight and support of squadron's current total of 31 F-14A/D, F-18A/B/C/D/E/F, EA-6B and T-45 aircraft. This coming year we'll be flying the one-of-a-kind X-31 aircraft. Used by NASA, the X-31 was designed to explore concepts and technologies for an extremely maneuverable fighter aircraft. This airplane is capable of controlled flight at both angles of attack greater than 70 degrees and during post-stall conditions beyond the aerodynamic limits of any conventional aircraft. Also in the next year, we'll be hosting the evaluation phase of both the Boeing and Lockheed Martin conventional takeoff and landing (CTOL) and carrier (CV) variants of the Joint Strike Fighter. The squadron annually conducts over 3,000 flight operations totaling approximately 5,000 flight hours. Unmanned Air Vehicle operations at nearby Webster Field are monitored and supported by



personnel to ensure flight test safety and consistent risk management.

Located at the mouth of the Patuxent River (65 miles southeast of the Pentagon, 90 air miles from the fleet in Norfolk), our station overlooks the picturesque Chesapeake Bay and occupies approximately 7,950 acres. If you enjoy hunting, fishing, or boating, then PAX is the place for you. There is also plenty of opportunity to pursue outside education at national and local colleges, and for career advancement.

NSATS had an overall advancement rate of 34 percent last year including two LDO/CWO, four chiefs and five senior chiefs.

If you want to join a winning team and perform different and challenging tasks with other highly skilled technicians, call your detailer and become part of the future. Available openings exist for AD, AE, AK, AME, AMH, AMS, AT, AZ, ABE, PR, and YN ratings. For more info., contact the NSATS Command Career Counselor at DSN 757-2936, Comm (301) 757-3936, or E-mail CarterRA2@navair.navy.mil.

Guantanamo Bay Needs Corrections Specialists

We're looking for top-quality men and women to join our professional staff at Naval Station Pretrial Confinement Facility in Guantanamo Bay, Cuba. We are a small 10-cell facility that provides a safe, clean, disciplined environment for confined personnel serving short sentences or awaiting trial.

Guantanamo Bay offers the perfect opportunity for you and your family to spend quality time together while you're serving on sea duty. GTMO is Type 3 duty, or sea duty for rotational purposes. Tours lengths are typically 30 months accompanied and 18 months unaccompanied.

Continued on next page

Put In For My Outfit

Challenge Awaits You at VAW-121



How would you like to be part of a command where the people not only carry out the mission, but they make you feel like you are part of a family too? Then come join the Bluetails of Carrier Airborne Early Warning Squadron 121, home ported in Norfolk, Va.!

VAW-121 has just completed another successful six-month cruise to the Mediterranean Sea and the Arabian Gulf. The Bluetails provided crucial support for the EISENHOWER Battle Group operations without a mishap, an achievement typical for this squadron. We have a safety record that is second to none. In December 1999,

the Bluetails passed the 33-year, 64,000-hour mishap free mark, the best safety record in carrier aviation. This past year, the squadron received its second consecutive CNO Safety "S" Award. Our goal is to get the job done with excellence and have fun doing it, while bringing everyone home safely every time.

In addition to our deployments, we take part in joint training exercises and provide early warning support for U.S. counter-narcotics operations. Maintaining four E-2C Hawkeyes for these operations can be a challenge. That's why we have the motto, "Bluetails take care of Bluetails." As the MMCO puts it, "Everyone in the squadron knows the challenges we face, and we help each other when we have problems. The Bluetails have always done that."

Life in Norfolk, located in the Hampton Roads area, offers award-winning museums, theaters, fine restaurants and an impressive music scene. Norfolk is also only minutes away from the beautiful coast of Virginia Beach and Seashore State Park and a half hour from colonial Williamsburg and Yorktown. Washington, D.C., is just a day's drive away as well.

We are looking for Sailors who are not afraid of a challenge. If you are interested in becoming a Bluetail, contact your detailer or call the VAW-121 today at DSN 564-2456. Please feel free to visit our Web Site at <http://www.navy.mil/hompages/bluetails>. The Bluetails are waiting for you!

Guantanamo Bay, continued

We have excellent schools for dependent children (K-12), superior child care facilities, and a youth center with a skate park for older children. GTMO also offers educational opportunities for active duty personnel and their spouses, which includes a state of the art self-paced computer learning center, City Colleges of Chicago and Troy State University.

GTMO offers great recreational opportunities, such as world-class diving and snorkeling, beaches, pools, a golf course, bowling alley, fully functional gym and some of the best fishing in the world. We are located on the south-

ern tip of Cuba, and enjoy beautiful sunny weather all year around.

If you're ready to "get away from it all," enjoy the best sea duty you'll ever have, and develop yourself personally and professionally, Naval Station GTMO Brig is the place for you.

When you are in your nine-month window, call your rating detailer and ask to be released to the BRIG Special Programs Detailer for assignment to brig duty in GTMO. If you'd like to know more, call us at DSN 564-8857, Ext. 2288 or 2294, or E-mail us at brig@usnbgtdmo.navy.mil.

"Finish my degree on active duty?"



Chances are, you're closer than you think!

**Visit the "Rating Roadmaps" section at:
<http://www.navycollege.navy.mil>.**

Put In For My Outfit

Challenging Shore Duty for ELTs

ELTs are needed at Nuclear Regional Maintenance Department (NRMD), Norfolk, Va. If you are an ELT with your sea duty tour done, consider coming to join our Nuclear Repair Team. You will first be sent to the 16-week Radiological Control Technician Qualification School (RCTQS), at Norfolk Naval Shipyard. There you'll be taught a thorough review of radiological principles, radiological controls and emergency response at their state-of-the-art training facility. After school, you will report for the remainder of your three-year tour with the Mid-Atlantic's finest nuclear repair team working on submarines and carriers. Additional schools for dosimetry processing, multi-channel analyzer operation, hazardous materials and chemistry are available.

NRMD has a strong educational commitment to its Sailors, with many of them completing their associate's,



bachelor's and master's degrees.

Norfolk Naval Shipyard, our parent organization, offers a study course for the National Registry of Radiation Protection Technologists (NRRPT) exam, which is given semi-annually.

Duty is for only twelve hours at a time approximately once every six weekends. Three shifts are manned through the week, allowing flexibility for scheduling

school or other commitments. Fly-away teams are dispatched to Groton, Conn., Kings Bay, Ga., and La Maddalena, Italy on a volunteer basis.

If you are looking for a nuclear shore duty billet, consider joining the finest repair team on the East Coast. For more information, please contact MMCM(SW) Barnes at DSN 564-4178 or Comm (757) 444-4178.

Duty Down Yonder in New Orleans

If you're up for shore duty orders and want to try something really different, consider Naval Support Activity New Orleans. Situated near the mouth of the Mississippi River, we're just a short drive away from the "third" coast of the United States, the Gulf Coast. Do you like warm, semi-tropical weather, virtually no winter, and lots of unique things to do? Then New Orleans is for you.

So, what does New Orleans have to offer besides warm weather, you ask? How about some of the best regional food in the world. We also enjoy unparalleled year-round outdoor sports activities like golf, boating, water skiing, scuba diving,

sailing, and fishing. Louisiana isn't called "Sportsman's Paradise" for nothing! We're also home to professional football, soccer, baseball, and hockey teams.

We have some terrific historic sites and cultural events. How about a Mississippi River cruise on an authentic sternwheeler, past the Chalmette Battlefield, site of the Battle of New Orleans? As the birthplace of jazz, we know good music and host many of the top musical groups in the country. And, we celebrate practically everything with some sort of festival. While the rest of the country is wrapping up the winter holidays, we're just getting started with Carnival season

which culminates in that quintessential New Orleans feast: Mardi Gras, the greatest free party on earth! We also have Jazz Festival, Celebration in the Oaks, French Quarter Festival, and our own unique observance of Halloween. Life in the Crescent City is anything but dull; we have something for everybody. If variety is the spice of life, then New Orleans is surely the nation's spice rack!

Naval Support Activity New Orleans supports over 45 tenant commands including headquarters for the Naval Reserve Force and Marine Forces Reserve. We're looking for highly motivated Sailors

Continued on next page

Put In For My Outfit

Join the Elite Team in Chinhae, Korea

Are you a hard charging Sailor, willing to accept challenges? Are you transferring to sea or shore duty, and looking for a command where you can finish your college degree? Do you want to be part of an elite group of Sailors preserving national security in Korea? Look no further than Commander Fleet Activities Chinhae, Korea. Our mission is to provide logistic support to all visiting ships and deployed naval units. COMFLEACT Chinhae is located on the southeast part of the Republic of Korea about 45 minutes from Pusan, Korea's second largest city. Pusan is also known as one of the top shopping capitals of Korea.

Our MWR program is outstanding and caters not only to the single/unaccompanied Sailor but also to family members. MWR

NSA New Orleans, continued

in a variety of surface ratings and, in particular, security personnel with 9545 NECs. Our motto is "Support With Pride," but we add "la-gniappe," a New Orleans tradition of providing something extra for those whom we serve.

For more information about NSA, please contact our Command Master Chief, MSCM(SW) Bishop at DSN 678-2300, E-mail bishopro@cnrf.nola.navy.mil, or our Command Career Counselor, NC1 Pierson at DSN 678-2061, E-mail piersonr@cnrf.nola.navy.mil.

Finally, don't forget to check out the NSA Web Site at: <http://www.navres.navy.mil/navresfor/nsa>. Hope to see you in the Big Easy!

organizes tours in and out of the country, including tours to China, Thailand, Hong Kong, Singapore and the Republic of the Philippines.

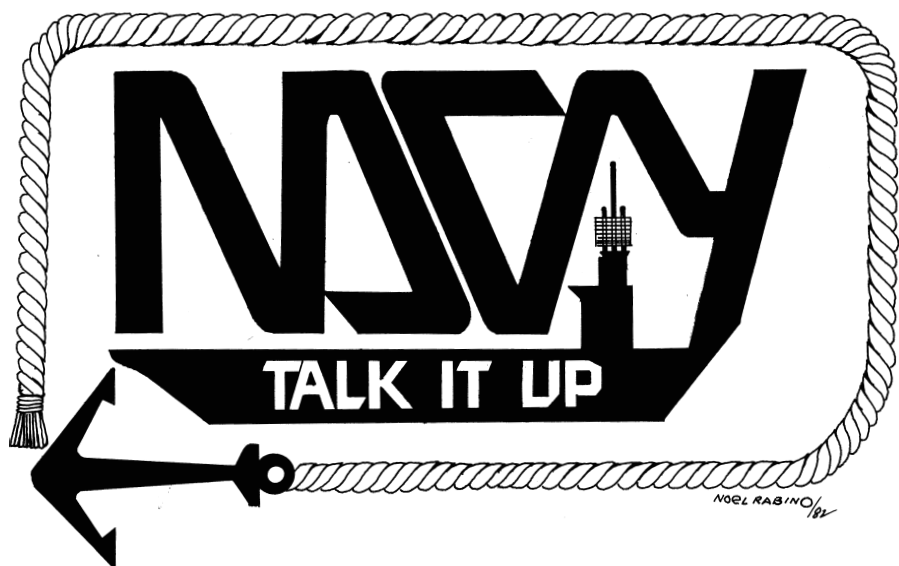
Housing is among the best you can find in the Asia-Pacific region. On-base housing is readily available for service members and their families. The housing area is nestled among Chinhae's famous cherry blossom trees. Chinhae has the third largest cherry blossom festival in the world - spring here is a wonder to behold. All the homes and bachelor quarters are fully furnished! Central heating and air-conditioning, along with professional landscaping, ensure a very cozy atmosphere. The base offers a wide array of recreational activities; baseball, softball, tennis, basketball, swimming, gym (with sauna for men and women), weight lifting and cardio-vascular machines and free weights, a racquetball court and a cross-country jogging trail.

Our off-duty college programs are always available for Sailors and

family members. Different types of courses are offered every term and tailored to meet your needs. Additionally, the Education Services Program offers cultural enrichment classes.

Billets exist for the following ratings at CFA Chinhae: BU, CE, CM, DC, HT, IT, MA, MS, OS, PC, QM, RP, SK and YN.

Find out why COMFLEACT CHINHAE is known as "The best kept secret the Navy has." Your tour here will be challenging and rewarding. For more information on how you can be a part of this elite group of Sailors, contact MSCS(SW/AW) Miranda by E-mail, at mirandarj@usfk.korea.army.mil or by phone at DSN 762-5497, Comm 82-553-540-5497. Additionally, CFAC has a Web Site, at <http://143.138.74.100/>. Take a look. You'll be surprised at what you'll find!



Diego Garcia - The Leader of Change into the 21st Century!

Just coming off demanding shipboard duty? Do you want a place where you can improve and grow both personally and professionally? Then Diego Garcia is where you want to be! What was once called "the Navy's best kept secret" is now "The Navy's leader of change into the new millennium."

Diego Garcia is located in the British Indian Ocean Territories, approximately 3,000 miles west of Singapore in the Chagos Archipelago chain of islands. The weather here is summer-like all year; temperatures average in the 80s, with frequent afternoon rain showers. If you've never seen a beautiful ocean sunset, then we have just the cure for that. Diego Garcia's unique location offers the most beautiful, postcard-like sunsets in the entire world.



Our "One Island, One Team, One Mission" vision statement is plain and simple. The "one island" is 27 tenant commands with approximately 1,000 military and 2,200 civilians, strategically located in the middle of the Indian Ocean. Our "one team" is comprised of Navy, Air Force, Army, Merchant Mariners, civilian contract employees, and the British military, working in unison to enhance the quality of life while preserving Diego Garcia's naturally beautiful environment; and at the same time, ensure the success of our mission here. Our "one mission" ensures that we provide support for the strategically essential missions of our deployed units throughout the Indian Ocean and Persian Gulf areas.

Upon reporting, each Sailor is encouraged to enroll in the Navy College Program sponsored by Central Texas College. Courses leading up to a master's degree are possible using the Navy's Tuition Assistance Program. Our senior leadership has developed an outstanding mentoring and training program, including a professional development board within 30 days of arrival for all Sailors. The mentoring program includes workshops, seminars, and classroom discussion that show each Sailor that we highly value each individual and his/her unique contributions to the team. This program has been lauded as a model for commands throughout the Navy.

Our MWR program is, simply put, the best in the Department of Defense. Every sport imaginable is at your disposal, including some of the best fishing in the world. We have a brand-new weight room with state-of-the-art Nautilus equipment, new aerobic conditioning equipment, 25 meter swimming pool, fitness trail, a nine-hole golf course, and a superb physical fitness program. There is always something to do on Diego Garcia; we have 5K and 10K fun runs, island-wide picnics, and tournaments in all sports where the ultimate goal is to *have fun* while promoting good physical and mental health.

So, if you want to lead change, and become a part of our "One Island, One Team, One Mission" family, see your career counselor or contact your detailer about orders to Diego Garcia.

Put In For My Outfit



SM3(SW) Amber Barker shows Midshipman 1st Class Stephen Chivers how to use the ship's search light to spell in morse code aboard USS HOPPER (DDG 70). The ship was on a six-month deployment to the Arabian Gulf in July, in support of Operation Southern Watch. U.S. Navy photo by PHC(AW) Greg McCreash.

How Do I Get My Command In *LINK*?

1. Tell us about your ship, squadron or command, and why a Sailor would want to request orders there.
2. Include a point of contact for more information. Include phone numbers, E-mail address and a WWW Site, if available.
3. Finally, be sure to include a statement indicating that your submission has been approved by your chain of command.
4. Submit your text, along with a separate high resolution .jpg file of your command logo (if desired), to:

link@persnet.navy.mil

***Put In For My Outfit* articles run on a space available basis.**

LINK Directory

Enlisted Community Managers / Technical Advisors

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
n123c	Joint TAD Contingency Operations	CDR John Croft	(703) 695-3748	225-3748
n123c1	Joint TAD Contingency Operations	PNC(AW) Drew	(703) 694-1012	224-1012
	Joint TAD Contingency Fax		(703) 614-2609	224-2609
n13d	NPRDC Liaison	Mr. Cunningham	(703) 695-6424	225-6424
n13hb1	Director Homebasing Task Force	Mr. Tilt	(703) 695-6369	225-6369
n13t	Policy Analysis & Evaluation	Mr. Cylke	(703) 614-5543	224-5543
n13t1	R&D Project Coordinator	Mr. Bres	(703) 695-6366	225-6366
n132	Head, Enlisted Plans & Policy Branch	CAPT Conn	(703) 695-3936	225-3936
n132a	Admin Assistant	Ernie Norton	(703) 614-5599	224-5599
n132a1	Admin Clerk	Vacant	(703) 614-5597	224-5597
n132c	Head, Strength Plans	CDR Firehammer	(703) 614-5406	224-5406
n132c1	Strength Planner	LCDR Manfull	(703) 695-0888	225-0888
n132c2	Asst Strength Planner	Ms. Douglas	(703) 695-3820	225-3820
n132c3	Asst Strength Planner	LT Chandler	(703) 695-3815	225-3815
n132c4	TAR Plans	CDR Simmons	(703) 695-3856	225-3856
n132c4a	Asst TAR Plans	PNC(SW) Bohrn	(703) 695-3853	225-3853
n132c6	CNRC Liaison	CDR Syring	(703) 614-5560	224-5560
n132d	Head, ECM	CDR Arendt	(703) 695-3935	225-3935
n132d1	Aviation Mech ECM	LCDR McGovern	(703) 695-3806	225-3806
n132d1a	Asst Aviation Mech ECM	AFCM(AW) Lynch	(703) 695-3780	225-3780
n132d2	Avionics/Aircrew ECM	LCDR Baratta	(703) 695-3812	225-3812
n132d2a	Asst Aviation Avionics/Aircrew ECM	AZC(AW) Brown	(703) 697-2418	227-2418
n132d3	Surf Main Prop ECM	CDR Brooks	(703) 693-7234	223-7234
n132d3a	Asst Surf Main Prop ECM	GSCS(SW) Stanek	(703) 614-6501	224-6501
n132d4a	Asst Hull/Mech/Elec ECM	HTCM(SW/AW) Hansen	(703) 614-4827	224-4827
n132d5	Surf Com System ECM	CDR Grice	(703) 697-2502	227-2502
n132d5a	Asst Surf Com System ECM	FCCM(SW) Snyder	(703) 614-6503	224-6503
n132d6	Surf Ops ECM	LCDR Bennett	(703) 695-3875	225-3875
n132d6a	Asst Surf Ops ECM	ITCM(SW) Hailes	(703) 614-6855	224-6855
n132d7	Spec War/EOD/Diver ECM	CDR Carlson	(703) 695-3914	224-3914
n132d7a	Asst Spec War/EOD/Diver ECM	QMCM(EOD) Marshall	(703) 614-6854	224-6854
n132d8	CT/Frgn Lang ECM	CDR Hendron	(703) 695-3380	225-3380
n132d8a	Asst Crypto/Intel ECM	CTACM(SW) Devlin	(703) 695-3379	225-3379
n132d8b	CTI Tech Ad	CTICS(SW) Hagert	(703) 695-6363	225-6363
n132d8c	CTM Tech Ad	CTMCM(SW) Scheid	(703) 695-3391	225-3391
n132d8d	CTO Tech Ad	CTOCM(AW/NAC) Jewell	(703) 614-5512	224-5512
n132d8e	CTR Tech Ad	CTRCM(SW) Ouellette	(703) 695-3024	225-3024
n132d8f	CTT Tech Ad	CTTCM(NAC) Hinkle	(703) 695-3320	225-3320
n132d8g	EW Tech Ad	EWCM(SW) Estes	(703) 695-3051	225-3051
n132d9	Sub Pers ECM	LCDR Kaiser	(703) 695-3887	225-3887
n132d9a	Asst Sub Pers ECM	ETC(SS) Hohensee	(703) 614-6851	224-6851
n132d10	Admin/Media ECM	LCDR Proctor	(703) 614-6863	224-6863
n132d10a	Asst Admin/Media ECM	YNCM(AW) Jenkins	(703) 697-2746	227-2746
n132d11	TAR Aviation ECM	CDR Ruppel	(703) 614-6646	224-6646
n132d11a	TAR Surface ECM	CDR Vicente	(703) 614-6864	224-6864
n132d12	TAR Programs Tech Ad	YNCS(AW) Jenkins	(703) 695-3905	225-3905
n132d13	Medical/Dental ECM	CAPT Senn	(703) 695-3869	225-3869
n132d13a	Medical/Dental Tech Ad	HMCN Prus	(703) 695-3865	225-3865
n132d13b	Medical/Dental ECM Reserve Ad	HMC(SW) Powell	(703) 695-3871	225-3871
n132d13c	Asst Medical/Dental Tech Ad	DT1 Green	(703) 614-6853	224-6853
n132d14	Legal/Law Enforcement/CRF ECM	LCDR Rhoades	(703) 614-0805	224-0805
n132d14a	Asst Legal/Law Enforcement/CRF ECM	NCCS Ball	(703) 695-8676	225-8676
n132d15	Supply ECM	CDR Spruill	(703) 614-6850	224-6850

n132d15a	Asst Supply ECM	LT Beale	(703) 614-6649	224-6649
n132d15b	Supply Tech Adv	SKCM(SW) Campeau	(703) 695-3933	225-3933
n132d15c	Supply Tech Adv	SKCS Johnson	(703) 695-3932	225-3932
n132d16	Seabees ECM	CDR Lee	(703) 695-3940	225-3940
n132d16a	Asst Seabees ECM	EACS(SCW) Nelson	(703) 614-6645	224-6645
n132d17	Intelligence Specialist ECM	LCDR Bray	(703) 693-1227	223-1227
n132d17a	Asst Intel Specialist ECM/Tech Adv	ISCM(AW) Bennett	(703) 614-4918	224-4918
n132d17b	Asst Intel Specialist ECM	ISCS(SW) Boynan	(703) 693-1226	223-1226
n132e	Section Head, Quota Management Office	LCDR Griffin	(703) 695-6431	225-6431
n132e2	Lead Planner	LT Pompey	(703) 695-3770	225-3770
n132e1	"A" School Pgm. Mgr.	Mr. Olaes	(703) 695-3953	225-3953
n132e5	"C" School Pgm. Mgr. - NECs 0000-4999	Mr. Cannon	(703) 695-6545	225-6545
n132e6	"C" School Pgm. Mgr. - NECs 5000-9999	YNCS(SW) Barry	(703) 695-3957	225-3957
n132e7	NTQMS Analyst	Mr. Langlais	(703) 693-2334	223-2334
n133d	Nuc Program ECM	CDR Ratte	(703) 695-4449	225-4449
n133d1	Asst Nuc Enl Program ECM	LT Pyburn	(703) 693-0893	223-0893
n133d2	Asst Nuc Enl Program ECM	ETCM(SS) Haggard	(703) 695-3301	225-3301
n133d3	Enlisted Submarine Pay Program Monitor	EMC(SS) Mangin	(703) 695-1276	225-1276

E-mail: Replace xxxx in the following example with the E-mail code: xxxx@bupers.navy.mil

Enlisted Assignment Division (PERS-40)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p40	Director, Enlisted Assignment Div.	CAPT Scott	(901) 874-4866	882-4866
p40b	Dep. Director, Enlisted Assignment Div.	CAPT Zaperach	(901) 874-4866	882-4866
p40bb	Special Asst, Director Enlisted Assignments	LCDR Herrington	(901) 874-3510	882-3510
p40d	PERS-40 Leading Master Chief	ETCM(SS) Marshall	(901) 874-3533	882-3533
p40cc	Entitlements	Mr. K. Denson	(901) 874-3550	882-3550
p40dd	EEAP, FAP, EFM, CWI Specialist Asst	Mr. C. Brown	(901) 874-3545	882-3545
p40ff	Command Master Chief Detailer	EMCM(AW/SW/SS) Weir	(901) 874-4560	882-4560
p40hh	HUMS Reassignment/Hardship Discharge	PNC(AW) Bigard	(901) 874-3299	882-3299

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NPC Miscellaneous

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p00j3	Minority Affairs Officer	LT Wanda Chandler	(703) 695-2824	225-2824
p00zcb	BUPERS/BCNR Coordinator	Ms. Heather Topping	(901) 874-3043	882-3043
p311	Head, Performance Evaluations Branch	LCDR Harper	(901) 874-3309	882-3309
p312	Head, Records Support	Ms. Karen Stanton	(901) 874-3350	882-3350
p313	Systems Operations Branch	Ms. Ida Lintala	(901) 874-3404	882-3404
p32b	Selection Board Support	LCDR Cherry	(901) 874-4913	882-4913
p321	Selection Board Admin Assistant	YN1(SW) Boucher	(901) 874-3435	882-3435
p343	BUPERS Web Master	Bill Malone	(901) 874-3080	882-3080
p343d	Asst. BUPERS Web Master	DP1 Bostick	(901) 874-3496	882-3496
p45s1	Overseas Tour Extensions Incentives	YN2 Johnson	(901) 874-4145	882-4145
p451d3	Sea/Shore Duty Commencement Date	Mr. Larry Ward	(901) 874-4185	882-4185
p455e	BUPERS Access Technical Support	PERSNET Help Desk	(901) 874-4717	882-4717
p622f	Exceptional Family Member Program	HM1(FMF) White	(800) 527-8830	882-2510
p814c	Head, Enl. Favorable Seps/Reenl Mgmt.	Vacant	(901) 874-3233	882-3233
p814a	Enlisted Favorable Separations Section Head	Mrs. Fry	(901) 874-3272	882-3272
p814a1	Enlisted Favorable Separations Caseworker	Ms. Clark	(901) 874-3228	882-3228
p814a2	Enlisted Favorable Separations Section LPO	YN1(AW) James	(901) 874-3271	882-3271
p814d	Enlisted Favorable Separations Caseworker	YN3(SW) Malone	(901) 874-3236	882-3236
p814b	Reenlistment Mgmt. Section Head	Ms. McIver	(901) 874-3234	882-3234

p814b1	High Year Tenure Manager	Mr. Thompson	(901) 874-3554	882-3554
p814b2	High Year Tenure Section/ENCORE	YN1(SS) Manning	(901) 874-3237	882-3237
p814d1	Encore, Extension request/cancellation	Ms. Craft	(901) 874-3238	882-3238
p814e	E5 and below High Year Tenure Case Worker	YN2(SS) Talley	(901) 874-4862	882-4862
p815	Head, Reenlistment Incentives Branch	LCDR Christy	(901) 874-3069	882-3069
p815b	Asst. Head, Reenlistment Incentives	PNC(AW) Long	(901) 874-3205	882-3205
p815c	Forced/Lateral Conversion	YN2 Whorton	(901) 874-3217	882-3217
p815c1	SRB/BCNR Opinion	Mr. Slaton	(901) 874-3206	882-3206
p815c2	SCORE/MA/NC/LN/DM Conversions	YNSR Cooley	(901) 874-3212	882-3212
p815d	Conversion Manager	YN1 Lopez	(901) 874-3193	882-3193
p815d1	SDAP Section	PN1 Jones	(901) 874-3207	882-3207
p815d2	SRB/STAR Program Manager	MMC(SS) Ogle	(901) 874-3215	882-3215
p815d3a	SRB Help Desk	YN3 Smith	(901) 874-4993	882-4993
p821	Head, Limited Duty/Disability Requirements	LTJG Wilsey	(901) 874-3229	882-3229
p821a	Assistant Branch Head	PNCM(SW) Smallwood	(901) 874-3201	882-3201
p821b	Supervisor, Limited Duty	Mr. Joseph Ferdinand	(901) 874-3202	882-3202
p821d	Supervisor, Disability Retirement	Ms. Bullard	(901) 874-3231	882-3231
p821d1	Disability Retirements	Ms. Underwood	(901) 874-3177	882-3177
p821d2	Limited Duty	Ms. Stevens	(901) 874-3203	882-3203
p822	Head Officer Retirement Branch	LCDR Oberg	(901) 874-3184	882-3184
p823	Head Enlisted Retirement Branch	Mr. Parmer	(901) 874-3246	882-3246
p823a	Assistant Branch Head	GMCS(SW) Bell	(901) 874-3187	882-3187
p823b1	Enl. Fleet Reserve Customer Service	Ms. Pamela Reed	(901) 874-3247	882-3247
p823b3	Enl. Fleet Reserve Customer Service	Mr. Otis Echols	(901) 874-3186	882-3186
p831	Head, Military Personnel Security	CDR Davis	(901) 874-4405	882-4405
p8311	Asst. Head, Military Personnel Security	LCDR Brown	(901) 874-4403	882-4403
p8315	Branch Supervisor	YNC(AW) Burnett	(901) 874-4899	882-4899
p8314	NATO Coordinator	PN2 Cherry	(901) 874-4414	882-4414
p8313	Security Clearance Revocations	YNSA Kitchell	(901) 874-4411	882-4411
p8316	Security Asst.	Ms. Shoffner	(901) 874-4412	882-4412
p8317	Fraudulent/Erroneous Enlistments	Ms. Romero	(901) 874-4413	882-4413
p852	Head, Enlisted Advancements Branch	LT Cox	(901) 874-3255	882-3255
p852b	Asst. Exam Eligibility	PNCS(SW) Miller	(901) 874-3224	882-3224

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Seabees (PERS-401C)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p401	Branch Head	LCDR Heckmann	(901) 874-3569	882-3569
p401c	Branch Master Chief	CUCM(SCW) Howk	(901) 874-3571	882-3571
p401a	Admin Supervisor	YN2 Allen	(901) 874-3558	882-3558
p401a1	Admin Assistant	YNSN Scardino	(901) 874-3557	882-3557
p401c	Rating Assignment Officer/All E8-E9s	CUCM(SCW) Howk	(901) 874-3571	882-3571
p401cc1	All E7s	SWCS(SCW) Young	(901) 874-3559	882-3559
p401cd	CE/UT E1-E6	CEC(SCW) Townsend	(901) 874-3570	882-3570
p401cd1	CE/UT E1-E6	UTC(SCW) Williams	(901) 874-3565	882-3565
p401ce1	BU/EA/SW E1-E6	SWC(SCW) Wagner	(901) 874-3556	882-3556
p401ce1a	BU/EA/SW E1-E6	BUC(SCW) Kane	(901) 874-3653	882-3653
p401cf	EO/CM/E1-E6	CMC(SCW) Avery	(901) 874-3567	882-3567
p401cf1	EO/CM E1-E6	EOC(SCW) Rice	(901) 874-3568	882-3568

SEAL/EOD/Divers/SWCC (PERS-401D)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p401	Branch Head	LCDR Heckmann	(901) 874-3569	882-3569
p401d	Rating Assignment Officer	LCDR Chapman	(901) 874-3560	882-3560
p401de	Special Warfare	GMCM(SEAL) Culley	(901) 874-3563	882-3563
p401df	EOD	GMCM(EOD) Dawkins	(901) 874-3564	882-3564
p401dc	Fleet Diver	ENCM(MDV) Briggs	(901) 874-3561	882-3561

p401de1	In-service Recruiter	MRC(SEAL) Chavez	(901) 874-3574	882-3574
p401de2	HM SEAL Detailer	HMC(SEAL) Hill	(901) 874-3572	882-3572
p401dh	Schools Coordinator	DC1(DV) Nelson	(901) 874-4261	882-4261
p401di	SWCC	ENCS(SWCC) Ferens	(901) 874-3573	882-3573

Fax: DSN 882-2716 or Comm (901) 874-2716.

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Engineering/Hull (PERS-402)

Switchboard Number : DSN 882-3600 or Comm (901) 874-3600

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p402	Branch Head	LCDR Martin	(901) 874-3602	882-3602
p402cg	Branch Master Chief	GSCM(SW) Bacon	(901) 874-3614	882-3614
p402c	Rating Assignment Officer (EM/MM/GS)	LT Erickson	(901) 874-3593	882-3593
p402d	Rating Assignment Officer (IC/MR/HT/EN/DC)	LT Cook	(901) 874-3610	882-3610
p402cd	EM E7-E9	EMCS(SW) Gebhart	(901) 874-3591	882-3591
p402cd1	EM E6	EMC(SW) Ehert	(901) 874-3577	882-3577
p402cd2	EM E5	EMC(SW) Honaker	(901) 874-3580	882-3580
p402cd3	EM E1-E4	EM1(SW) Mitchell	(901) 874-3592	882-3592
p402cf	MM E8-E9	MMCM(SW/AW) Bennett	(901) 874-3607	882-3607
p402cf1	MM E7/ "C" Schools	MMC(SW) Walton	(901) 874-3579	882-3579
p402cf2	MM E1-E4 (PAC)/Avails/ "A" School	MMC(SW) Sinn	(901) 874-3603	882-3603
p402cf3	MM E5	MMCS(SW) Manasco	(901) 874-3589	882-3589
p402cf4	MM E1-E4/Avails (LANT)	MMC(SW) Bruns	(901) 874-3578	882-3578
p402cf5	MM E6	MMC(SW) Boutwell	(901) 874-3605	882-3605
p402cg	GS/GSE/GSM E7-E9	GSCM(SW) Bacon	(901) 874-3614	882-3614
p402cg1	GSE/GSM E5	GSMC(SW) Carbone	(901) 874-3599	882-3599
p402cg2	GSE/GSM E1-E4/ Schools	GSMC(SW) Duran	(901) 874-3612	882-3612
p402cg3	GSE/GSM E6	GSMC(SW) Hagen	(901) 874-3587	882-3587
p402dc	IC E7-E8	ICC(SW) Slater	(901) 874-3594	882-3594
p402dc1	IC E1-E4	ICC(SW) Kiefer	(901) 874-3611	882-3611
p402dc2	IC E5-E6	ICC(SW) Buzzard	(901) 874-2847	882-2847
p402de	MR/IM/OM/3M E6-E9	MRC(SW/AW) Kuhn	(901) 874-3582	882-3582
p402de1	MR/IM/OM E1-E5	MR1(SW/AW) Beck	(901) 874-3595	882-3595
p402df	HT E6-E9	HTCS(SW) Lord	(901) 874-3576	882-3576
p402df1	HT E5/"C" Schools	HTC(SW) Bridges	(901) 874-3597	882-3597
p402df2	HT E1-E4/"A" Schools	HTC(SW) Pieper	(901) 874-3584	882-3584
p402dg	EN E6	ENCS(SW) Holden	(901) 874-3598	882-3598
p402dg1	EN E7-E9	ENCM(SW) Spencer	(901) 874-3613	882-3613
p402dg2	EN E1-E4	EN1(SW) Roth	(901) 874-3585	882-3585
p402dg3	EN E5/Schools	ENC(SW) O'Brien	(901) 874-3586	882-3586
p402di	DC E7-E9	DCC(SW) Miller	(901) 874-3601	882-3601
p402di1	DC E5-E6	DCC(SW) Neathery	(901) 874-3588	882-3588
p402di2	DC E1-E4	DCC(SW) Johnson	(901) 874-3615	882-3615
p402a	Admin Supervisor	YN2 Peppo	(901) 874-3604	882-3604
p402a1	Admin Support	YNSN Davis	(901) 874-3600	882-3600
p402a2	Admin Support	YNSA Brea	(901) 874-3590	882-3590
p402a3	Admin Support	Vacant	(901) 874-3600	882-3600

Fax: DSN: 882-2734 or Comm (901) 874-2734.

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Submarine/Nuclear Power (PERS-403)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p403	Branch Head	CAPT Harkins	(901) 874-3635	882-3635
p403b	Asst Branch Head	LCDR Owens	(901) 874-3626	882-3626
p403eh	Branch Master Chief	ETCM(SS) Shannon	(901) 874-3639	882-3639
p403a	Admin Officer	YNCS(SS) Demo	(901) 874-3633	882-3633
p403d	"C" Shop Placement Officer/ Fleet Manning Monitor	LT Culbreath	(901) 874-3623	882-3623
p403c	"C" Shop Rating Assignment Officer	ETCM(SS) Scott	(901) 874-4696	882-4696
p403cb	"C" Shop Asst. Rating Assignment Officer	EMCS(SW/SS) Kilian	(901) 874-3644	882-3644
p403cc	Submarine/CNO Special Projects	ETC(SS) Lashua	(360) 476-9433	439-9433
p403cd	Nuclear Submarine CPO	ETCM(SS) Walker	(901) 874-3627	882-3627
p403ce	Nuclear E1-E6/3353/63	ET1(SS) Bixby	(901) 874-3645	882-3645
p403cf	Nuclear E1-E6/3354/64	EM1(SS) Bahler	(901) 874-3624	882-3624
p403cg	Nuclear E1-E6/3355/65/Welders	MMC(SS) Martin	(901) 874-3628	882-3628
p403ch	Nuclear E1-E6/3356/66	MMC(SS) Wagenschutz	(901) 874-3630	882-3630
p403cj	Nuclear Surface CPO	EMC(SW/AW) Huether	(901) 874-3648	882-3648
p403ck	Nuclear Surface E1-E6 ET/EM	ETC(SW) Emerick	(901) 874-3631	882-3631
p403cl	Nuclear Instructor	EMCS(SS) Deselms	(901) 874-3647	882-3647
p403cm	MM(Aux) E6-E9/EN(SS) E1-E9/3M	MMCS(SS) Stapleton	(901) 874-3629	882-3629
p403cn	MM(Aux) E1-E5	MMC(SS) Farmer	(901) 874-3625	882-3625
p403cr	Nuclear Surface MM E1-E6/ELT	MMCS(SS/SW) Ross	(901) 874-3632	882-3632
p403eh	COB/CMC Detailer	ETCM(SS) Shannon	(901) 874-3639	882-3639
p403e	"D/E" Shop Placement Officer/ Fleet Manning Monitor	LTJG Simmons	(901) 874-4933	882-4933
p403de	MT	MTC(SS) Muir	(901) 874-3649	882-3649
p403df	TM/MM(Weps)	MMCS(SS) Arnold	(901) 874-3642	882-3642
p403dg	FT	FTCS(SS) Cox	(901) 874-3621	882-3621
p403dl	STS E1-E5	STSC(SS) Grilli	(901) 874-3616	882-3616
p403dm	NUCON/OVHLS/DMP/DEACTS	YN2(SS) Brophy	(901) 874-3643	882-3643
p403dc	"E" Shop ARAO, ET CPO Detailer	ETCS(SS) Marlinga	(901) 874-3641	882-3641
p403dh	"D" Shop ARAO/STS E6-E9	STSC(SS) Duvall	(901) 874-3646	882-3646
p403ec	14NM/14SM/14IC/14QM (E1-E6)	ETC(SS) Gamblin	(901) 874-3619	882-3619
p403ed	14RM/14EM (E1-E6)	ETC(SS) Sjogren	(901) 874-3637	882-3637
p403ef	YN	YNCS(SS) Reynolds	(901) 874-3620	882-3620
p403eg	MS	MSC(SS) Garnsey	(901) 874-3638	882-3638
p403ej	SK	SK1(SS) Chmielewski	(901) 874-3640	882-3640
p403ek	NAV/COM Accessions & Schools	ETC(SS) Brooks	(901) 874-3652	882-3652
p403f	Pipeline Training Coord	Mr. Stafford	(901) 874-3617	882-3617
p403fc	Nuclear Power/Training Coord/ Medical Waiver/Volunteer Coord/ Sub Disqual/Conversion Coord	YN2(SS) Boyle	(901) 874-3634	882-3634

Fax: DSN 882-2638 or Comm (901) 874-2638.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Aviation (PERS-404)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p404	Branch Head	CDR Ferree	(901) 874-3691	882-3691
p404df	Branch Master Chief	ACCM(AW/SW) Gohranson	(901) 874-3666	882-3666
p404c	Rating Assignment Officer (Avionics/Arm)	LT Anderson	(901) 874-3657	882-3657
p404d	Rating Assignment Officer (Aircraft/Indep.)	LT Collins	(901) 874-3685	882-3685
p404e	Rating Assignment Officer (NAC/AM)	LT Parker	(901) 874-3707	882-3707
p404ce	AE E7-E8 AV/AF/8300	AECS(AW) Leyden	(901) 874-3662	882-3662
p404ce1	AE E5-E6	AEC(AW) Eakins	(901) 874-3688	882-3688
p404ce2	AE E4 & Below/"A" School	AE1(AW) Schroeder	(901) 874-3703	882-3703
p404cr	AO E7-E9	AOCM(AW/NAC) Oswald	(901) 874-3663	882-3663
p404cr1	AO E4 & Below/"A" School	AO1(AW/SW) Reifsnyder	(901) 874-3665	882-3665
p404cr2	AO E6	AOC(AW) Bottorff	(901) 874-3704	882-3704

p404cr3	AO E5	AO1(AW) Rivera	(901) 874-4957	882-4957
p404ct	AT E4 and below	AT1(AW) Garrison	(901) 874-3701	882-3701
p404ct1	AT "A & C" School	AT1(AW) Duncan	(901) 874-3659	882-3659
p404ct3	AT E5-E6	ATC(AW) Ziegler	(901) 874-3683	882-3683
p404ct4	AT E7-8	ATCS(AW) Doss	(901) 874-3660	882-3660
p404ct5	AT E5-E6	AT1(AW) Giffin	(901) 874-3684	882-3684
p404de	AB E7-E9	ABCM(AW) Weber	(901) 874-3686	882-3686
p404de1	ABH E1-E6	ABHC(AW) Ingram	(901) 874-3708	882-3708
p404de2	ABF E1-E6	ABFC(AW) Fisher	(901) 874-3702	882-3702
p404de3	ABE E1-E6	ABEC(AW/SW) Claxton	(901) 874-3687	882-3687
p404df	AC	ACCM(AW/SW) Gohranson	(901) 874-3666	882-3666
p404dg	AD E7-E8	ADCS(AW) Otten	(901) 874-3669	882-3669
p404dg2	AD E6	ADC(AW/SW) Grayson	(901) 874-3706	882-3706
p404dg3	AD E5	AD1(AW) Palmer	(901) 874-3670	882-3670
p404dg4	AD E4 and below/ "A" School	AD1(AW) Villalobos	(901) 874-3693	882-3693
p404dh	AG	AGCM(AW) Biffle	(901) 874-3656	882-3656
p404dj	AS	ASCS(AW/SW) McWilliams	(901) 874-3700	882-3700
p404dk	AZ E6-E9	AZCM(AW) Spence	(901) 874-3671	882-3671
p404dk1	AZ E1-E5	AZCS(AW) Dawson	(901) 874-3672	882-3672
p404dl	PH	PHC(AW) Coffelt	(901) 874-3689	882-3689
p404dm	PR E5-E9	PRCM(AW) Zavada	(901) 874-3690	882-3690
P404dm1	PR/AS "A" Schools	PR1(AW) Sperry	(901) 874-3390	882-3390
p404ec	AW E7-E9	AWCM(AW/NAC) Fishbein	(901) 874-3673	882-3673
p404ec1	AW E1-E6	AWC(AW/SW/NAC) Bethune	(901) 874-3694	882-3694
p404ed	Aircrew IFT/EWOP/IT	AVCM(AW/NAC) Olson	(901) 874-3674	882-3674
p404ef	Aircrew Designations	AMSC(AW/SW/NAC) Hoffmann	(901) 874-3675	882-3675
p404eg	SAR(Non-AW)/Utility Aircrew	AMSC(AW/NAC) Carswell	(901) 874-3695	882-3695
p404eh	Aircrew Fit Eng/REEL Op/Loadmaster	AECS(AW/NAC) Saylor	(901) 874-3676	882-3676
p404ej	AMS E6-E7/AM E8	AMCS(AW) Rippy	(901) 874-3696	882-3696
p404ej1	AMS E5/NDI	AMSC(AW) Sims	(901) 874-3697	882-3697
p404ej2	AMS E1-E4/AMS "A" School	AMSC(AW) Klinger	(901) 874-3677	882-3677
p404ek	AME E1-E7	AMEC(AW) DeRitter	(901) 874-3678	882-3678
p404el	Aviation New Construction/Decom	AOCS(AW) Lynch	(901) 874-3698	882-3698
p404el2	Aviation New Construction/Decom/CFEIP	AW2(AW/NAC) Ball	(901) 874-3679	882-3679
p404em	AMH E5-E7	AMHC(AW) Marcille	(901) 874-3680	882-3680
p404em2	AMH E1-E4/AMH "A" School	AMHC(AW/SW) White	(901) 874-3699	882-3699
p404a2	Admin Department	YN3(SS) Griffis	(901) 874-3668	882-3668
p404a3	Admin Department	YN3 Nason	(901) 874-3692	882-3692
p404a4	Admin Department	Ms. Pamela Campbell	(901) 874-3667	882-3667

Fax: DSN 882-2642 or Comm (901) 874-2642.

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Admin, Deck, Supply (PERS-405)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p405	Branch Head	LCDR Barnhill	(901) 874-3711	882-3711
p405ec	Branch Master Chief	DKCM(SW) Manganti	(901) 874-3741	882-3741
p405c	Admin Rating Assignment Officer	LCDR Ligler	(901) 874-3709	882-3709
p405d	Deck Rating Assignment Officer	LCDR Ligler	(901) 874-3712	882-3712
p405e	Supply Rating Assignment Officer	LCDR Belanger	(901) 874-3731	882-3731
p405ex	Branch LCPO	SHCM(SW) Lara	(901) 874-2244	882-2244
p405c1	Admin LPO	YN1(SW) Rogers	(901) 874-3892	882-3892
p405c3	Admin Asst. LPO	YN3 Reynolds	(901) 874-3710	882-3710
p405c5	Admin Asst.	YNSN Kistner	(901) 874-3711	882-3711
p405c4	Admin Asst.	YNSN Leavell	(901) 874-4758	882-4758
p405cd	YN E7-E9	YNCS(SW) Hoyt	(901) 874-3751	882-3751
p405cd2	YN E5-E6	YN1(SW) Smolens	(901) 874-3733	882-3733
p405cd3	YN E1-E4 & "A" School	YN1(SW) Roddy	(901) 874-4847	882-4847
p405cd5	Flag Writer Detailer	YNCS(SW) Brown	(901) 874-3732	882-3732

p405ce	PN E7-E9	PNCM(SW) Hurt	(901) 874-4049	882-4049
p405ce1	PN E5-E6	PNCS(SW/AW) Southall	(901) 874-3753	882-3753
p405ce2	PN E1-E4 & "A" School	PN1(SW) Bailey	(901) 874-3735	882-3735
p405cf	JO & RP	JOCS(SW) Suich	(901) 874-3752	882-3752
p405cg	NC/LN/DM	LNCS(SW/SCW/AW) Cox	(901) 874-3737	882-3737
p405dc	BM E7-E9 and Harbor Pilots	BMCM(SW) Lott	(901) 874-3713	882-3713
p405dc2	BM E5-E6 (PAC)	BMC(SW) Taylor	(901) 874-3739	882-3739
p405dc3	BM E5-E6 (LANT)	BM1(SCW) Hoening	(901) 874-3738	882-3738
p405dc1	BM E1-E4	BM1(SW) King	(901) 874-3740	882-3740
p405df	MA E7-E9	MAC(SW/AW) Owins	(901) 874-3730	882-3730
p405df1	MA E4-E6	MA1(SW) Jones	(901) 874-3750	882-3750
p405dd	SM	SMC(SW/AW) Matous	(901) 874-3726	882-3726
p405de	QM E6-E9	QMCS(SW) Hillebrandt	(901) 874-3728	882-3728
p405de1	QM E1-E5 & "A" Schools	QMC(SW) Frasier	(901) 874-3727	882-3727
p405ec	MS E7-E9	MSCM(SW/AW) Benoit	(901) 874-3741	882-3741
p405ec2	MS E6 & "C" School	MSC(SW) Borozck	(901) 874-3714	882-3714
p405ec3	MS E5 Sea	MSC(SW) Sanares	(901) 874-3716	882-3715
p405ec4	MS E5 Shore	MSC(SW) Ecobiza	(901) 874-3742	882-3742
p405ec5	MS E1-E4 Shore	MSC(AW) Collins	(901) 874-3715	882-3715
p405ec6	MS E1-E4 Sea & "A" School	MSC(SW) Kavanaugh	(901) 874-3717	882-3717
p405ed	SH E6-E9	SHCS(SW) Alamillo	(901) 874-3743	882-3743
p405ed1	SH E5 & "C" School	SHC(SW) Roxas	(901) 874-3719	882-3719
p405ed2	SH E1-E4 & "A" School	SH1(SW) Ciapponi	(901) 874-3744	882-3744
p405fc	SK E7-E8	SKCS(SW) Barrera	(901) 874-3745	882-3745
p405fc1	SK E6 Sea	SKC(SW/AW) Limpin	(901) 874-3746	882-3746
p405fc3	SK E6 Shore	SK1(SCW) O'Brien	(901) 874-3722	882-3722
p405fc4	SK E1-E4 & "A" School	SK1(SW) Cruz	(901) 874-3723	882-3723
p405fc5	SK E5	SK1(SW) Harris	(901) 874-3721	882-3721
p405fd	SK E9/AK E7-E8	AKCS(AW/SW) Adams	(901) 874-3724	882-3724
p405fd1	AK E5-E6	AKCS(AW) Costin	(901) 874-3748	882-3748
p405fd2	AK E1-E4 & "A" School	AKC(AW) Batac	(901) 874-3747	882-3747
p405ee	PC/LI	PCC(SW) Santos	(901) 874-3720	882-3720
p405fe	DK E6-E9	DKCM(SW) Manganti	(901) 874-3749	882-3749
p405fe1	DK E1-E5	DK1(SW) Haizlip	(901) 874-3725	882-3725

Fax DSN: 882-2637 or Comm (901) 874-2637.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Technical (PERS-406)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p406	Branch Head, Technical Assignments Branch	CDR Northrup	(901) 874-3791	882-3791
p406cf	Branch Master Chief	FCCM(SW) Cherry	(901) 874-3762	882-3762
p406c	Rating Assignment Officer (FC, GM, OS)	LT Moore	(901) 974-3777	882-3777
p406d	Rating Assignment Officer (ET, IT)	LT Beard	(901) 874-3769	882-3769
p406e	Rating Assignment Officer (STG, TM, MN)	STGCM(SW) Campbell	(901) 874-3772	882-3772
p406cf	FC E7-E9	FCCM(SW) Cherry	(901) 874-3762	882-3762
p406cf1	FC E5 (LANT)	FCC(SW) McMillan	(901) 874-3763	882-3763
p406cf2	FC E5 (PAC)	FCC(SW) Spinney	(901) 874-3764	882-3764
p406cf3	FC E1-E4 Schools	FC1(SW) Allen	(901) 874-3780	882-3780
p406cf4	FC E6	FCCS(SW/AW) Burch	(901) 874-3848	882-3848
p406cg	GM E7-E9	GMCS(SW) Hughes	(901) 874-3781	882-3781
p406cg1	GM(PAC) E1-E6	GMC(SW) Miller	(901) 874-3782	882-3782
p406cg2	GM(LANT) E1-E6	GMCS(SW) Harris	(901) 874-3790	882-3790
p406cq	OS E7-E9	OSCM(SW) Pritchard	(901) 874-3211	882-3211
p406cq1	OS E5/E6 (PAC)	OS1(SW) Moran	(901) 874-3211	882-3211
p406cq2	OS E1-E4	Vacant	(901) 874-3758	882-3758
p406cq4	OS E5/E6 (LANT)	OSC(SW/AW) Etzel	(901) 874-3789	882-3789
p406cq5	OS E1-E4/OS Schools Coordinator	OS1(SW) Caldwell	(901) 874-3759	882-3759
p406de	ET E7-E9	ETCM(SW/AW) Potter	(901) 874-3786	882-3786
p406de1	ET E1-E6 (LANT)	ETC(SW/AW) Barclay	(901) 874-3795	882-3795
p406de2	ET E1-E6 (LANT)	ETC(SW) Pierce	(901) 874-3796	882-3796
p406de3	ET E1-E6 (PAC)	ETC(SW) Evans	(901) 874-3770	882-3770

p406de4	ET E1-E6 (PAC)	ETC(SW/AW) Wade	(901) 874-3771	882-3771
p406de5	ET Training/"A" School	ETC(SW) Patrick	(901) 874-3796	882-3796
p406dr	IT E7-E9	ITCM(SW/AW) Brown	(901) 874-3792	882-3792
p406dr2	IT E5-E6 (LANT)/"C" School	ITC(SW/AW) Malone	(901) 874-3765	882-3765
p406dr3	IT E5-E6 (PAC)	ITC(SW) Jubb	(901) 874-3793	882-3793
p406dr4	IT E5-E6 (PAC)	ITC(SW) Steinberg	(901) 874-3767	882-3767
p406dr5	IT E5-E6 (LANT)	ITCS(SW) Arthur	(901) 874-3783	882-3783
p406dr6	IT E1-E4 (PAC)	ITC(SW) Jones	(901) 874-3784	882-3784
p406dr7	IT E1-E4 (LANT)/"A" School	ITC(SW) Jasper	(901) 874-3785	882-3785
p406em	MN	MNCS(SW) Thanscheidt	(901) 874-3760	882-3760
p406eu	STG E7-E9	STGCM(SW) Campbell	(901) 874-3772	882-3772
p406eu1	STG E1-E6 (PAC)	STGC(SW) Polk	(901) 874-3773	882-3773
p406eu2	STG Schools	STG1(SW) Buckmann	(901) 874-3757	882-3757
p406eu3	STG E1-E6 (LANT)	STGC(SW) Stelling	(901) 874-3787	882-3787
p406ew	TM	TMCM(SW) Scott	(901) 874-3774	882-3774
p406a1	Admin Support	YN3 Lyons	(901) 874-3065	882-3065
p406a	Admin Support	YN3A Stoute	(901) 874-3779	882-3779
p406a2	Admin Supervisor	PN1(SW) Roberts	(901) 874-3778	882-3778

Fax: DSN 882-2643 or Comm (901) 874-2643.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Medical/Dental (PERS-407)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p407	Branch Head	LCDR Gonzales	(901) 874-3808	882-3808
p407cb1	Branch Master Chief	HMCM(SS) Geletka	(901) 874-3806	882-3806
p407c	Rating Assignment Officer	LT Tennyson	(901) 874-3816	882-3816
p407cb1	Leading HM Detailer, E9 Sea/Shore	HMCM(SS) Geletka	(901) 874-3806	882-3806
p407cd	DT E7-E9, DT 8708, Leading DT Detailer	DTCM(SW/AW) Edmiston	(901) 874-3815	882-3815
p407cd1	DT E5-E6, DT 8703, 52, 53, 65	DTC(FMF) Ferraro	(901) 874-3805	882-3805
p407cd2	DT E4 & below, DT 8732, 83	DT2(FMF) Marquez	(901) 874-3807	882-3807
p407ce	HM E6-E8 Sea/Shore (8404/0000)	HMCS(SW/AW/FMF) Arrington	(901) 874-3811	882-3811
p407cg	HM 8408, 45, 46, 83, 86, 89, 8541	HMC(FMF) Weatrowski	(901) 874-3800	882-3800
p407ch	HM 8403, 24, 25, 27, 93, 94	HMC(SW/FMF) Stone	(901) 874-3797	882-3797
p407cj	HM 8402, 07, 16, 32, 51, 52	HMC(SS) Collier	(901) 874-3813	882-3813
p407ck	HM "C" Schools	HMC(SW/FMF) Maniece	(901) 874-3809	882-3809
p407ck1	HM "A" Schools	HMC(SW/AW) Boyd	(901) 874-3812	882-3812
p407ck3	HM "C" Schools	Vacant	(901) 874-3861	882-3861
p407cm	HM E4 & below Sea (8404/0000)	HMC(FMF) Adams	(901) 874-3804	882-3804
p407cn	HM E5 Sea/Shore (8404/0000)	HM1(FMF) Fitzsimmons	(901) 874-3810	882-3810
p407cp	HM E4 & below Shore (8404/0000)	HMC(FMF) Willis	(901) 874-3798	882-3798
p407cq	HM 8401, 06, 09, 72, 82	HMC(FMF) Hankins	(901) 874-3802	882-3802
p407cr	HM 8434, 95, 96, 8503, 05, 06	HM2 Curtis	(901) 874-3814	882-3814
p407ct	HM 8454, 63, 66, 67, 78, 79, 85	HMC(FMF) Dwyer	(901) 874-3803	882-3803
p401de2	HM 8491, 92	HMC(SEAL) Hill	(901) 874-3622	882-3622
p407a	Admin Support	HM3 Stanfield	(901) 874-3819	882-3819
p407a1	Admin Support	HM2(FMF) Lopez	(901) 874-3799	882-3799

Fax: DSN 882-2645 or Comm (901) 874-2645.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

CT/IS/EW (PERS-408)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p408	Branch Head	LCDR Knowles	(901) 874-3842/23	882-3842
p408cb	Branch Master Chief/Office Manager	CTACM Wilson	(901) 874-3842/23	882-3842
p408c	Rating Assignment Officer	CWO2 Kelley	(901) 874-3842/23	882-3842
p408a1	Admin Supervisor	CTA1 Bryan	(901) 874-3842/23	882-3842

p408cd	IS E6 & above	ISCS(SW/AW) Lavieri	(901) 874-3842/23	882-3842
p408cd1	IS E5 & below	ISC(SW/AW) Finnerty	(901) 874-3842/23	882-3842
p408cj1	T Branch	CTTC(SW) Romano	(901) 874-3842/23	882-3842
p408ck	A Branch	CTACS(SW) Apa	(901) 874-3842/23	882-3842
p408cf	M Branch E6 & above	CTMCM(SW) Warrick	(901) 874-3842/23	882-3842
p408cf1	M Branch E5 & below	CTM1(SS/AW) Rosemeyer	(901) 874-3842/23	882-3842
p408cg	O Branch E6 & above	CTOCS(SW) Kelly	(901) 874-3842/23	882-3842
p408cg1	O Branch E5 & below	CTOC(SW) Joyce	(901) 874-3842/23	882-3842
p408ch	R Branch E6 & above	CTRCS(SW) Henderson	(901) 874-3842/23	882-3842
p408ch1	R Branch E5 & below	CTRC(SW/AW) Williams	(901) 874-3842/23	882-3842
p408ce	I Branch E6 & above	CTIC(NAC) Loomer	(901) 874-3842/23	882-3842
p408ce1	I Branch E5 & below	CTIC(NAC) Keown	(901) 874-3842/23	882-3842
p408cl	EW E6 & above	EWCM(SW/AW) Bower	(901) 874-3825	882-3825
p408cl1	EW E5 & below	EW1(SW/IUSS) Thurman	(901) 874-3834	882-3834

Fax: DSN 882-2650 or Comm (901) 874-2650.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Sea Special Programs (PERS-409)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p409	Branch Head	LCDR Ligler	(901) 874-3852	882-3852
p409cd1	Branch Master Chief	OSCM(SW) Hixson	(901) 874-4987	882-4987
p409a	Admin Supervisor	YN2 Parmer	(901) 874-3844	882-3844
p409cd1	CVN-76 Detailer	OSCM(SW) Hixson	(901) 874-4987	882-4987
p409cd2	New Const. Detailer	FCC(SW) Hummer	(901) 874-3846	882-3846
p409cd3	New Const. Assistant	PN2(SW) Barnhart	(901) 874-3856	882-3856
p409cd4	LCAC Detailer	BMCS(SW/FMF) Beaman	(901) 874-3845	882-3845
p409cd5	New Const. Detailer	ET1(SW/AW) Baker	(901) 874-3854	882-3854
p409cd6	New Const. Detailer	HT1(SW) Hendrix	(901) 874-3853	882-3853
p409cd7	New Const. Detailer	AE1(AW/SW) Taranski	(901) 874-3847	882-3847
p409dc	Head Sea Placement Section	PNC(AW) Villamento	(901) 874-3857	882-3857
p409dc2	Shore Disestablishment	SK2(SW) Sam	(901) 874-3855	882-3855
p409dc3	Decommissions/Homeport Changes	IT1(SW) Smith	(901) 874-3851	882-3851
p409de	Women in Ships	NCC(SW/AW) Gary	(901) 874-3850	882-3850

Fax: DSN 882-2649 or Comm (901) 874-2649.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Shore Special Programs (PERS-4010)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p4010	Branch Head	LCDR Kronzer	(901) 874-3451	882-3451
p4010s	Asst Branch Hd/RAO, Fleet "A" School	LT Kobiec	(901) 874-3864	882-3864
p4010b	Branch Master Chief/RAO, Shore Special Programs	OSCM(SW) Williams	(901) 874-3775	882-3775
p4010a	Admin Supervisor	YN3 Reeves	(901) 874-3860	882-3860
p4010a3	Admin Asst.	YNSN Brinkman	(901) 874-3867	882-3867
p4010c	Career Recruiter Force Detailer	NCCS Cason	(901) 874-3868	882-3868
p4010c1	Recruiter E7-E8	MMC(SW) Ehrhart	(901) 874-3877	882-3877
p4010c2	Recruiter E6	YN1(SW) Moore	(901) 874-3861	882-3861
p4010c3	Recruiter E4-E5	PN1(SW) Victoria	(901) 874-3879	882-3879
p4010d	RDC/MEPS/ Naval Academy Company Chiefs/ FAST/USS CONSTITUTION/ USS ARIZONA Memorial	BMCS(SW) Mercer	(901) 874-3878	882-3878
p4010d1	EOA/NAVLEAD/CAAC	GMC(SW/AW) Arguello	(901) 874-3862	882-3862
p4010d2	Brig/CCU/NACU/SERE/Women Ashore	SM1(SW) Cline	(901) 874-3869	882-3869
p4010e	Physical Security Detailer	PN1(FMF) Francisco	(901) 874-3863	882-3863
p4010e1	Asst. Physical Security Detailer	YN2(SW) Felton	(901) 874-3870	882-3870
p4010f	Major Washington/Millington Staffs	YNCS(AW) Schmidt	(901) 874-3880	882-3880
p4010f1	Headquarters Activities	YN1(SW) Kingston	(901) 874-3886	882-3886

P4010f2	Flag Mess/Enlisted Aide Detailer	MSC(SW) Marsh	(901) 874-3871	882-3871
p4010g	Joint Area Placement	YNCS(SW) Medley	(901) 874-3872	882-3872
	MAAGS/MISSION/NATO/PEP			
p4010k	Enlisted to Officer Accessions Detailer	PN1(SW/AW) Hibbs	(901) 874-3874	882-3874
p4010s2	1306 Fleet Request/AEF/ATF/LCPO	PNC(SW) Christiansen	(901) 874-3873	882-3873
p4010s1	"A" School LPO/Reclassification/OSVET/NAVET	PN1(SW) Williams	(901) 874-4567	882-4567
p4010s4	"A" School Rating Assignment PO	PN2(AW) Sorrell	(901) 974-3866	882-3866
p4010s6	Conversions via "A" School	YN2 Gordon	(901) 874-3884	882-3884
p4010s7	"A" School Rating Assignment PO	MS2 Reed	(901) 874-3865	882-3865
p4010s8	"A" School Rating Assignment PO/Conversions	OS2(SW) Baltushis	(901) 874-3883	882-3883

Fax: DSN: 882-2646 or Comm (901) 874-2646.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Musician (PERS-64)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p64	Division Director	LCDR M. D. Hammond	(901) 874-4312	882-4312
p64b	Deputy Division Director	LT R. Bailey	(901) 874-4317	882-4317
p64d	Detailer	MUCM McIntyre	(901) 874-4314	882-4314

Fax: DSN 882-2614 or Comm (901) 874-2614.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

TAR

<u>Code</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
N4	Director	CDR Lindberg	(504) 678-5109	678-5109
N41	CMC/MCPO/SCPO	SKCM(SW/AW) Tutt	(504) 678-6205	678-6205
N410	AE/AD/Physical Security	AEC(AW) Sievers	(504) 678-5412	678-5412
N411	AMS/AME/AMH/AS/PR	AMHC(AW) Finnigan	(504) 678-1214	678-1214
N412	AT/AO/AN	ATCS(AW) Malenky	(504) 678-5488	678-5488
N413	PN/NC/PreComm/Special Programs	PNCS(SW) Woods	(504) 678-6207	678-6207
N414	YN	YNCS(SW/AW) Doolin	(504) 678-6208	678-6208
N415	SK/AK/DK	SKCS(SW) Anderson	(504) 678-1599	678-1599
N416	HM/MS	HMC(SW) Hernandez	(504) 678-1779	678-1779
N417	AW/AC/AZ/Aircrew	AWCS(AW/NAC) Lee	(504) 678-1326	678-1326
N418	EN/HT/MR/DC/FN/EM	HTC(SW) Pellinen	(504) 678-6206	678-6206
N419	BM/ET/RM/IC/DP/SN	ITC(SW) Milligan	(504) 678-6209	678-6209
N42	Admin Supervisor	PN1(AW) Shank	(504) 678-6210	678-6210
N421	School Quotas/TAD Clerk	PN2 Martinez	(504) 678-1217	678-1217
N426	CANREC/CRF	NCC(SS) Griffin	(504) 678-4250	678-4250

Fax: DSN 678-6211 or Comm (504) 678-6211.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: nrpc-xxxx@nrpc.nola.navy.mil

Enlisted Placement Management Center (EPMAC)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
ep40	Commanding Officer	CAPT Dye	(504) 678-1470	678-1470
ep40a	Executive Officer	CDR Powell	(504) 678-1470	678-1470
ep47	Department Director	Mr. Lindsley	(504) 678-1432	678-1432
ep47b	Budget/Program Analyst	Mrs. Herrick	(504) 678-1128	678-1128
ep47s	Admin Assistant	Mrs. Malcolm	(504) 678-1433	678-1433
ep472	Dir. Assign/Imm Avails	PNC(SW/AW) Williams	(504) 678-1722	678-1722
ep471a	Lead Detailer Assign Div	PN1 Johnson	(504) 678-1435	678-1435
ep471c	NROTC/Precom/Decom Det	PN2 Elwood	(504) 678-1784	678-1784
ep471d	Women at Sea Detailer	AE2(AW) Jefferies	(504) 678-1420	678-1420
ep471g	AN Detailer (Assignments)	Vacant	(504) 678-5732	678-5732

ep471h	SN Detailer (Assignments)	PN3 MacDonald	(504) 678-1587	678-1587
ep471j	FN Detailer (Assignments)	YN3 Morrison	(504) 678-1420	678-1420
ep472b	Lead Immed Avail Detailer	Vacant	(504) 678-1588	678-1588
ep472c	SN/FN/AN Detailer (Avails)	PN3(SW) Davis	(504) 678-6204	678-6204
ep472e	SN/FN/AN Sub Detailer (Avails)	PCSN Taylor	(504) 678-6772	678-6772
ep472f	SN/FN/AN Detailer (Avails)	SN Mostafavi	(504) 678-1720	678-1720
ep402c	Rating Specialist (Seabees/ SEAL/EOD/Eng/Hull/Nuc/Med/Dent/Intel)	MMC(SW) McElrath	(504) 678-4146	678-4146
ep404c	Rating Specialist (Aviation)	AEC(AW) Creech	(504) 678-6729	678-6729
ep405a	Rating Specialist (Admin)	PNC(SW) Gillespie	(504) 678-0041	678-0041
ep405f	Rating Specialist (Supply)	MSC(SW) Silberman	(504) 678-0434	678-0434
ep405g	Rating Specialist (Deck)	BMC(SW/AW) Smith	(504) 678-8572	678-8572
ep407a	Rating Specialist (LCPO)	HMCM(SS) Williams	(504) 678-0435	678-0435
ep411a	Sea Placement (LANT)	TMCS(SW/AW) Crawford	(504) 678-1896	678-1896
ep412a	Sea Placement (PAC)	FCCM (SW) Causey	(504) 678-1049	678-1049
ep42c	Submarine Placement	ETC(SS) Wood	(504) 678-5439	678-5439
ep431a	Aviation Squad Placement	ADCS(AW/NAC) Williams	(504) 678-1520	678-1520

E-mail: Replace xxxx in the following example with your detailer's E-mail code:
xxxx@epmac.nola.navy.mil

FY01 Selection Board Schedule

<u>Board #</u>	<u>Title</u>	<u>Convene</u>	<u>Adjourn</u>
68	Fleet NROTC Scholarship Program	30 Oct 00	03 Nov 00
80	NJROTC	06 Nov 00	09 Nov 00
95	Active E8/9 Special Selection Board	13 Nov 00	17 Nov 00
125	CMC Screen #1	04 Dec 00	06 Dec 00
126	Senior Enlisted Academy Screen #1	06 Dec 00	08 Dec 00
155	Medical Enlisted Commissioning Program	11 Dec 00	15 Dec 00
180	Active LDO/CWO	29 Jan 01	16 Feb 01
185	Career Recruiter Force	31 Jan 01	02 Feb 01
205	Reserve E8/9	12 Feb 01	23 Feb 01
210	Active E9	20 Feb 01	09 Mar 01
235	Active E8	12 Mar 01	06 Apr 01
290	Active E7 Special	30 Apr 01	04 May 01
310	CMC Screen #2	21 May 01	22 May 01
311	Senior Enlisted Academy Screen #2	23 May 01	25 May 01
320	NJROTC	21 May 01	25 May 01
335	Reserve E7	11 Jun 01	29 Jun 01
360	Active E7	05 Jul 01	03 Aug 01
440	Seaman to Admiral Program	17 Sep 01	28 Sep 01

**The latest version of the Selection Board Schedule is available on the
NPC/BUPERS Web Site at <http://www.bupers.navy.mil>.**

PERS-32 Selection Board Support

To send mail to NPC in Millington, use the address below.
Be sure to include the PERS Code in line three of the address
and the PERS + 4 Zip code. The codes are available on the
NPC/BUPERS Home Page at:
<http://www.bupers.navy.mil>

DEPARTMENT OF THE NAVY
NAVY PERSONNEL COMMAND
PERS ____
5720 INTEGRITY DR
MILLINGTON TN 38055-_____

PLAD: COMNAVPERSCOM MILLINGTON TN/PERS_____

Microfiche and ESR Requests

Your Microfiche or Enlisted Summary Record (ESR) may be ordered by mail or fax. You can download the request forms from the NPC/BUPERS Web Site at <http://www.bupers.navy.mil>. Click on *Selection Boards, Other Selection Board /Advancement Information* and *Information on how to order your microfiche, Officer Summary Record or Enlisted Summary Record*. Then click on the form you wish to display, print the form, and fax or send it using the information provided below.

NAVY PERSONNEL COMMAND
PERS-313C
5720 INTEGRITY DRIVE
MILLINGTON, TN 38055-3130

- ❖ You may fax the form to: DSN 882-2664 or Comm (901) 874-2664.
- ❖ If you need more information, you may call: DSN 882-3596/3415 or Comm (901) 874-3596/3415.

Phone or E-mail requests for microfiche or ESRs cannot be honored.
Your signature is required for each request.

The Back Page

Use the charts below to plan your order negotiations. Requisitions are generated about every two weeks and list vacancy projections for your negotiation window - usually nine months. Use the first table to determine when you can start negotiations and when you are required to be under orders. Use the second table to determine which JASS requisitions you will be permitted to use and when AM/PM detailing expanded hours will occur. On these days, detailers will be available from 0600-2200 CST. Please consult your Command Career Counselor and review JASS listings before contacting the detailer. This will make the process more efficient and may answer some questions before the call.

If your PRD is:	Begin negotiations the <u>first</u> week of:	You must be under orders by the <u>last</u> week of:
July 2001	October 2000	December 2000
August 2001	November 2000	January 2001
September 2001	December 2000	February 2001
October 2001	January 2001	March 2001

<u>PRD:</u>	<u>New REQS:</u>	<u>AM/PM Detailing</u>	<p>You have a three-month window to negotiate orders. Use it wisely and be reasonable in your requests and expectations. If you have a change in status (i.e., EFM, married, etc.), contact your detailer even if you haven't reached your negotiating window yet. If you are currently in your negotiating window, note when you are required to be under orders in the first table.</p>
July 2001	Oct 11 & 24 Nov 7 & 21 Dec 5 & 27	Oct 12 & 25 Nov 8 & 22 Dec 6 & 28	
August 2001	Nov 7 & 21 Dec 5 & 27 Jan 9 & 23	Nov 8 & 22 Dec 6 & 28 Jan 10 & 24	
September 2001	Dec 5 & 27 Jan 9 & 23 Feb 6 & 21	Dec 6 & 28 Jan 10 & 24 Feb 7 & 22	
October 2001	Jan 9 & 23 Feb 6 & 21 Mar 6 & 27	Jan 10 & 24 Feb 7 & 22 Mar 7 & 28	